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TREE

1 2 JUN 1273

Dear Joseph,

Please accept my appreciation for an assignment well done as a member of the FY 1978 GS-07 Secretarial/Clerical DO Personnel Evaluation Boards from 17 April through 19 May 1978.

I well recognize the complexities involved in the comparative evaluation of clerical careerists -- a task further complicated by this being only the second year it has been undertaken. Your deliberations were vital to the Directorate's determination to bring to this group of valuable employees the advantages of the merit system.

Full-time service with the Evaluation Boards represents a major contribution to the Directorate's program of personnel assessment and management. Not only were your promotion recommendations valued, but recommendations for career development and training were also extremely helpful.

I believe that your service on the Board broadened and sharpened your own focus on personnel aspects of Agency management. Too, I think that the time spent in this endeavor could only have made you better aware of our need for complete, careful and candidly written appraisals of our employees.

Sincerely,

Deputy Director for Operations

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HEZIERA.

28 APR 1979

MEMORANDUM FOR: Chief, CI Staff

41.

Recommendations by the GS-13 FY 78 Evaluation Board Regarding PDP $\,$ SUBJECT

Having carefully reviewed all personnel files of GS-13 personnel, the FY 78 DO Personnel Evaluation Board recommended that the following officer be identified in his division's Personnel Development Plan (PDP). This individual was selected because of his relatively high potential, in the estimation of the Evaluation Board, for growth to positions of leadership within the Agency.

Category BOS

Joseph Piccolo

Vice Chairman, CMS/13

CONFIDENTIAL

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11 614 1373

MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This recognition of superior sustained performance reflects great credit on you and the job you have been-doing.

2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

John N. McMahon
Deputy Director for Operations

E2 IMPDET CONFIDENTIAL

23 February 1978

MEMORANDUM I	FOR: Director of Personnel
FROM.	λ/Chairman, DO Personnel Evaluation Boards
VIA	: Chief, Career Management Staff
SUBJECT	: Recommendation for Quality Step Increase for Joseph S. Piccolo (CI)
12 years as a field as tours at Headqu	tolo joined the Agency in 1957 and since then has served lease officer in as well arters in LA Division and currently on the CI Staff. He is-13 on 4 February 1973.
during the past yea	colo has performed in a strong to outstanding manner are as described in his fitness report covering the period ptember 1977. He was engaged during this period in a pets, including
He also was called	upon to support Cl activities
	and "he executed these
assignments with a organize and ran	singular degree of professionalism. 'He recently also the Station
	the effort "as an outstanding contribution." During the
	port period he participated in two
and	and because of this experience he was recently named
to head another	in the future.
Evaluation Board the manner which exce this sustained high	iew of the Fiscal Year 1978 GS-13 DO Personnel nat Mr. Piccolo has performed in a sustained high eds the normal requirements of his position and that performance promises to continue. He is, therefore, Quality Step Increase.

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SUBJECT: Recommendation for Quality Step Increase for Joseph S. Piccolo (CI)

14-00000

Chief, Cl Staff	Date
APPROVED:	
	28 ind

MIMORANIAM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Fyaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category—N/OS for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUMY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following:

a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.

- b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you-have demonstrated proficiency in your new assignment.
- c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.
- 4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

Signature of Addressed

20 Now 77

Date

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9 NOV 1777 REQUEST FOR PERSONNEL ACTION OCF 2 NOVIMBER 1977 2 PANE (Last-Fore-Music) 925658 PICCOLO, JOSEPH S. 2 HATURE OF PERSONNEL ACTION S CATISON OF EMPLOYMENT 4 PROTES DATE SEGUESTED PLASSICMENT 01 REGULAR 8 18501 AUTHORITY (Completed by Office of 1100 8027 0172 0000 CF 10 Y 9499 DECAMBATICMAL DESIGNATIONS IS LOCATION OF OFFICIAL STATICAL DED/CL STAFF OPERATIONS GROUP SPLCIAL OPERATIONS BRANCH REST. D.C. 1 BE 6273 MA STEEL 2 CARPER SERVICE DESIGNATION (14) OPERATIONS OFFICER GKO. S GRACE AND STEP A CLASSONCATION SCHEDULE (GS. I.B. OK.) 13 OCCUPATIONS SERVE 0136,03 \$ 29,490 · B REMARKS DATE SIGNED DATE SICHEL C/PCS/CSS/Pers CM 13 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF TRESONNES Missis to MAS (5 dispose of 19 MO108 29 LMPLOT 22 5141:00 ESCORN C. 76 SMIE OF GRADE ALPHAMITIC 31400 75013 CIS SETTREMENT BATS POWER, COR | F. CHESCHOR CRIMITION DATA 30 are expuses REFIREMCE DATA CECE 7 EOD DATA 40 SOCIAL SECURITY MO STATE TALL DATA 42 LEAVE (AT PRO PIDUS CIVILIAN GOVERNMENT SERVICE WOTEN THE DATE ICON FARCURE (2006 COM ENGLYTED COM 140 142 91479 COO E- NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 1-16 2-66 2-BRIAS IN SERVICE (125) THAN & PLATS
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£ 2, 1990ET CL. BY. 007622

October 1977

IN424833

MEMORANDUM FOR THE RECORD:

Officials join station in extending appreciation to Joseph Piccolo for his outstanding contribution to the current task the KDSLEUTHS organization.

Their high degree of enthusiasm was matched only by the professional way in which they prepared their instruction material, the ingenuity of their delivery, and above all the high impact that they had on the students and their superiors.

Wish to complement the above two colleagues for a job well done and for having upheld in their own respective fields the high standards and prestige of the Agency in our eyes and in those of

Request that a copy of this cable be placed in their respective personnel files.

27 October 1977

MEMORANDUM FOR: Career Management Staff

SUBJECT

Request for Change of Career Designation to B/OS-Operational Specialist from B/OG-

Operational Generalist

- 1. It is requested that my career designation be changed to B/OS-Operational Specialist from that of B/OG-Operational Generalist. It is believed that the career activities and recent events described below clearly meet the criteria set forth in the Career Service Personnel Evaluation System Handbook.
- 2. In July 1977, I changed my home base from Latin America Division to the Counterintelligence Staff. This change of home base was precipitated by the cancellation of a planned overseas tour in Latin America which was scheduled to begin in July 1977. The cancellation of the tour was caused
- 3. The following is a career summary noting Operational Specialist related activities only:

January 1976 - Present	CI Staff
August 1973 - August 1975	
1	Station, (Spanish language)
August 1972-June 1973	
; ;	Project Base, for a Special language)
February 1969-December 1969	Liaison Officer, Headquarters Latin America Division/Cuban Operations
April 1968-January 1969	
	Station, (Spanish language)
August 1902-August 1905	Counterintelligence Section, Headquarters, Latin America Division, Cuban Task Force
;	4 Spanish
•	language)

CONFIDENTIAL BY 025798

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4. Based on the above history and more recent activities since joining the CI Staff, I believe my career development and potential will be better realized as an Operational Specialist.

Joseph S. Piccolo Jr

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5 JUN 1975

MEMORANDUM	FOR:	Deputy	Director.	for	Operations
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SUBJECT

Appointment of Mr. Joseph S. Piccolo, GS-13. as Deputy Chief of Station,

1. The appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station, effective on or about 15 September 1973 is recommended. Mr. Piccolo would be replacing Mr. Ralph G. Seehafer.

2. Mr. Piccolo entered on duty with the Agency in February 1957. His Agency employment has been exclusively in the Western Hemisphere Division with field tours in Mexico City and _____ He is currently serving in as Chief of our FI Section. Mr. Piccolo has a very good command of the Spanish language.

3. A Biographic Profile, including information regarding his Agency employment and training, is attached.

> Acting Chief Western Hemisphere Division

Attachment:

Biographic Profile (Part I and Part II)

The fecommendation in Paragraph 1 is APPROVED:

Deputy Director for Operations

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MEMORANDUM FOR: Chairman, GS-12, CS Evaluation Board

SUBJECT: Recommendation for Promotion to GS-13, "Joseph S. Piccolo"

1. Mr. Joseph S. Piccolo entered on duty with the Agency in February 1957 as a file clerk. He progressed rapidly from that position to that of Intelligence Assistant and subsequent acceptance into the Agency Junior Officer Trainee Program. In addition to Headquarters assignments he has served as operations officer in Mexico City Station (1965-1968) and Station (1968-1969). Since February 1970 he has been assigned to Station, Base where he is serving on an extension of tour until June 1973. He has been in grade GS-12 since September 1968.

2. M. Piccolo has been consistently evaluated as a very Strong performer in his current grade and this in a variety of assignments which have progressed upwards in responsibility and have included field FI and liaison responsibilities, Headquarters desk officer and liaison officer; up to his current assignment as senior officer in charge of one of the Station's major operational programs, and operations including direct handling of the Station's most sensitive.

He has been evaluated by the Base Chief as the most mature, dependable and competent case officer at the Base. He has excelled in the handling of intricate sensitive operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. Two Chiefs of Station have emphatically endorsed the very

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high evaluation placed on Mr. Piccolo's performance. His current COS has especially commended him on his handling of a complex current case involving in which Mr. Piccolo has demonstrated an unusual grasp of detail, excellent judgment, poise under pressure, and extraordinary stamina. The COS has stated that Mr. Piccolo is already performing well above the GS-13 level.

- 3. Several supervisors have commented on Mr. Piccolo's quiet unassuming personality which belies the intensity with which he approaches his work. Underlying the quiet manner it has been noted that he is tough-minded and aggressive in his agent handling and exploitation and is highly experienced and skilled in the basic craft of the intelligence business. He is linguistically talented and can function in both the and languages. He has had the basic Agency operations courses including some in technical operations. He is also an intelligent supervisor with a capability for lighting fires under his charges when necessary. He is highly respected and appreciated by all his colleagues and though he maintains a low-profile he moves easily in his
- 4. Mr. Piccolo has already proven his ability to perform at the next highest grade. Most supervisors have emphasized his potential for assuming ever increasing responsibilities. He has realized this potential with each succeeding assignment and particularly in his current one. He fits both the general and specific criteria for promotion. He has shown himself in possession of the requisite qualities of reliability, seriousness of purpose, imagination, and dedication. He has personally applied the specifics of his profession in a successful manner and has demonstrated his ability to supervise and inspire others in their application as well.
- 5. Mr. Piccolo's request for a one-year extension of his current tour has been approved. At the culmination of that period an appropriate assignment will be arranged for him commensurate with the Agency's needs, his desires and the continued furtherance of his career.

6. It is hereby strongly recommended that Mr. Piccolo be promoted from GS-12 to GS-13.

Theodore G. Shackley
Chief
Western Hemisphere Division

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BUT HE IS A STRONG, VERY STRONG, OFFICER. HIS ABILITY TO HANDLE THE MOST DIFFICULT DETAIL SHOULD NOT DETRACT FROM HIS OVERALL CAPABILITIES. HE IS SOUND AS A ROCK, AND MERITS A PROMOTION, WHICH IS RECOMMENDED BY THE COS.

LESTER T. ARKLEIGH

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OFFICE OF THE DIRECTOR

Learning Registry

TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

August 1, 1968

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The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson	n
visited on	
1968, upon their return from the	
Conference.	
Assistant to the Special Agent in Charge	
Ronald M. Pontius of the Presidential Prote	octive
Division, has informed me that Mr. Joseph	Piccolo
and Mr. wore of particular ass	sistance
in establishing and coordinating the relati	ons
with the	and
President staff. Mrs.	
assistance as an interpretor was also great	17
Appreciated.	-

Personally and on behalf of the United States Secret Service, I wish to extend my mincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

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James J. Rowley

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16 JUL 1958

MEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

SUBJECT

Recommendation for Promotion to Grade

GS-12--Mr. Joseph S. Piccolo

It is recommended that Mr. Joseph S. Piccolo be promoted to the grade of GS-12. Mr. Piccolo has been in grade as a GS-11 since September 1966 and is presently serving as an operations officer at

- 2. Mr. Piccolo is a promising young officer who first entered the Agency in 1957 as a clerk in Agency Records section (RI). He also did a tour in the Records Section of the Mexico City Station. After a short separation for military service, Mr. Piccolo returned to the Agency and later was appointed to the Junior Officer Training Program. Since his completion of that program he has served in Headquarters and Mexico City as an operations officer prior to his assignment to in March of 1968.
- 3. Mr. Piccolo has consistently received high ratings from his superiors in the field and at headquarters. He is an active operations officer with a special flair for agent handling. He has a good command of the Spanish lazguage, is a dedicated employee of the Agency and has a great deal of growth potential. Since going to he has been in Station during the home leave absence charge of the of the Chief of Station for a period of almost two months, during which time the Station continued its high level of performance. While this was his first period of the career where he had supervisory responsibility, he did show himself to have ability in this area and is a further indication of his growth potential.

William V. Broe Chief

Western Hemisphere Division

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26 May 1967

MEMORANDUM FOR:

THRCUGH

Chief of Station, Moxico City

SUBJECT

Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

: Book Dispatch 5096 dated 12 August 1965

- 1. You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 7 May 1967
- 2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.
- 3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.



5 JUL 1366

MEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

Recommendation for Promotion to Grade GS-11, SUBJECT

Joseph S. Piccolo

1. It is recommended that Joseph S. Piccolo be promoted from GS-10 to GS-11. Subject has been stationed in Mexico City since April 1965.

- Chief of Station, Mexico City stated in his recommendation for promotion of Piccolo that Subject has been an unusually productive officer since his arrival in Mexico City. He is capable of carrying a large workload. He has initiative and drive and the quality of his work is uniformly excellent. His command of Spanish has enabled him to handle agents in that language without any difficulty. He has the ability to handle agents of widely varying ages and social levels. ability to make himself at once liked and respected has contributed to make him an excellent agent handler. He has put to good use the professional training he received as a member of the JOT program.
- The latest Fitness Report submitted on Subject dated 1 June 1966 gives subject an Outstanding in Agent Handling and an overall performance of Strong. This Fitness Report states that every operation assigned to Subject has shown marked improvement under his tutclage, that his operational reporting is exemplary, and that he has won the admiration and respect of his colleagues and agent assets alike. The Rating Officer states that he has never served with a more promising young case officer in his 18 years of KUBARK experience. Promotion of this officer is fully endorsed by the undersigned.

Chiof,

Western Hemisphero Division

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MEMORANDUM FOR: CS/CS Panel C

SUBJECT

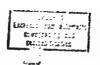
Proposed Nomination for Promotion to GS-10 Mr. Joseph S. Piccolo

- 1. Mr. Piccolo's work since completion of the Career Training Program has been reflected in a series of progress reports.
- 2. At this time, in view of his pending transfer and my own, I should like to recommend him for promotion. His performance to date merits it.
- 3. As I have stated in his fitness reports and in recommending him for the Career Training Program, Mr. Piccolo already is a capable operations officer and has unusual potential. His experience, common sense and flair for operations make him even now the equal of most officers who are serving in grades considerably higher than his.

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Western Hemisphere Division

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27 JUN 1963

MEMORANDUM FOR: Joseph S. Piccole

THROUGH : : Chairman/CS Panel/Section D

SUBJECT : Application for Junior Officer Training Progress

1. I am pleased to inform you that you have been accepted for the JOTP in the class of Jenuary 1964. Let me congratulate you and wish for you the maximum profit and pleasure from your proposed training.

- 2. You will remain in your present component until shortly before the beginning of the Integrated Training Program. At that time you will be reassigned.
- 3. Should you have any further questions, do not besitate to call on Program staff members.

15/

MATTHEW BAIRD Director of Training

ec: Chairman/CS Panel/Sec. D

Distribution:

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6 March 1963

MEMORANDUM FOR: Secretary, Clandestine Services Career

Service Panel

SUBJECT

3.5

: Recommendation for Promotion of Mr.

Joseph S. Piccolo .

1. It is recommended that Mr. Joseph S. Piccolo be promoted from GS-7 to G5-8. He has been in grade GS-7 since 19 July 1960 and was assigned to what is now the Special Affairs Staff (formerly Task Force W) on 27 August 1962.

- 2. As long ago as 16 June 1960 when he was a GS-6 Mr. Piccolo was considered to have merited promotion to GS-9, but an Agency policy precluding multiple grade promotions prevented his being considered for GS-9 at that time. He was promoted to GS-7 on 19 July 1960. On 4 May 1961 Mr. Piccolo was recommended for promotion to GS-8 at a time when he was expected to leave the Agency in order to comply with his obligation for military service. The recommendation was not approved on the grounds that promotion spaces were limited. Mr. Piccolo served in the Air Force between 4 October 1961 and 27 August 1962 when he returned to the Agency and began working in the CI Branch of the Special Affairs Staff.
- 3. Mr. Piccolo has demonstrated an aptitude for CI and FI operations and is one of the most promising younger men in the CI Branch. His performance since returning from military service has been superior in all respects.

4.	I am	happy to	recommend Mr.	Piccolo for promotion.	
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Director of Personnel Control Intelligence Agency 2430 BE Street Heb. Thishington 25, D.C.

Dear Sirs

In accordance with the instructions I received upon departing the Agency for Military Duty, I hereby apply for reinstatement with the Agency, effective 27 August 1962. By Unit is scheduled for discharge on 24 August 1962.

Since I Scrober 1961, I have been serving on active duty with the United States Air Force in the 121st Taction! Fighter Squadron which is a part of the 113th Taction! Fighter bing, and have been stationed at Andrews AFB, Washington, D.C. with the exception of several TDY trips as noted below. I have not left the continental limits of the United States in this term of Active Duty.

16 Cct 61 to 3 Nov 61 Nellis AFB, Las Veges, Nevada
27 Nov 61 to 2 Dec 61 Nyrtle Beach AFB, Fyrtle Beach, S.C.
12 Feb 62 to 17 Mer 62 Nyrtle Beach AFB, Fyrtle Beach, S.C.
2 May 62 to 11 May 62 Robins AFB, Marner-Robins, Ga.

My duties have been as an Administrative Specialist, first in the Unit Maintenance Section them in the Unit Orderly Room, with an additional duty of acting First Surgeant and Disaster Control NOCIC.

By financial situation dictates that I return to gainful employment at the explicat possible date, ergo the request for 27 August 1962. However, the need to attend to attend to some personal affairs will require that I be absent from bashington D.C. for the week of 3 through 7 September 1962. Therefore, if at all possible, I would like to be placed on five (5) days of advanced annual leave for 3 through 7 September or five days LHOF. If neither of the two aforementioned requests can be granted, then I request reinstatement effective 10 September 1962.

I do not enticipate any further travel irus the heshington D.C. eron prior to my release from active duty and will be evaluable for personal interview if desired. I may be contacted at the following address and phone number:

SGCT Joseph 8. Flocolo AF22928914 121st Tactical Fighter Equatron Acress AFB, Washington 25, D.C. Tal: 981-3218

Yours Sinceraly,

Joseph & Piocale &

(000)

/EEN

SSGT Joseph 3. Piccolo AF22928914 121st Tactical Pighter Squadron Andrews Air Force Base Washington 25, D. C.

Dear Mr. Piccolo:

This will acknowledge the receipt of your letter dated 17 January 1962 regarding your unpaid annual leave.

We have been advised by our payroll office that a check for your unpaid annual leave will be mailed to you on 16 February 1962, in accordance with your request.

Very truly yours,

Cincia and Cincia

H. F. Heggen Office of Personnel

Distribution: O-Addressee 1-OFF 1-C/BSD 1-FGB Reader

OP/BSD/ERDougherty:lab (24 Jan 62)

121st factical Fighter Squairon : Anirews Air Force Base Washington 25, D.C. 17 January 1962

Director of Fermonnel Central Intelligence Agency 2430 "E" Street N.W. Washington, D.C.

Dear Sir:

On 4 October 1961 I separated from the Agency as I was called to active duty with the United States Air Force in the defense mobilization. I left my annual leave, sick leave, and retirement accounts in escrow status as I planned to return to the Agency upon release from the military. I still intend to return to the Agency. However, I would now like to be paid in coin of the realm for the amount of annual leave which I left in escrow. It is further requested that my sick leave and retirement accounts be maintained on an escrow status.

Please forward correspondence on the above to the following address:

SSGT Joseph S. Piccolo AF22928914 121st Tactical Fighter Squadron Andrews Air Force Base Washington 25, D.C.

Yours Sincorely,
Joseph S. Piccolo

1/2h/C2 hrs. Betty Melfahen sivires me that a check for unpaid annual leave would be mailed to subject on 16 Yeb 62. We forwarded thermafax of this letter to Payroll Branch for attention of his link in advortance with her request.

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3 April 1962

Tr. H.F. Pepper Chief, Benefits and Services Division Central Intelligence Ameron Weshington 75, D.C.

Dear Mr. Meggen:

Englosed please find the signed Application for Leave as requested in your letter. Your attention and consideration of this motter in my behalf is prantly appreciated.

Please forward any further correspondence on this matter to my address at Andrews Air Force Base, Washington DiG.

Horing for an early release from duty and return to the fold, I remain,

Yours Sicerely.

Joseph S. Piccolo

8507 Joseph 5. Piccelo, AF27928914 121st Tactical Fighter Equation Andrews Air Force base Fashington 25, D. C.

Dear Mr. Plocelo:

We have reviewed your Agency personnel file in connection with your military separation which was effective 4 October 1961.

Our interpretation of Comptroller General rulings indicate that the provisions of Fublic Law 87-378 would preclude any further military leave for employees in your category during the calendar year 1961. However, this is not viewed as erasing your entitlement to military leave in 1962 for this period of active duty.

Our records reveal that you were granted 3 days military leave in October 1961 for this tour of active duty, and accordingly, we believe that you are entitled to an additional 12 days of paid military leave.

we have enclosed an Application for Leave (Standard Form 71) for your signature and return to us. We will complete the form for you and forward it to your office for their approval.

Very truly yours,

H. F. Hoggan Chief, Benefite and Services Division

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HEADQUARTEES

119TH TACTICAL FIGHTER WING District of Columbia Air National Guard Andress Air Force Base, Washington 25, D. C.

SPECIAL GRUERS) NUMBER 228) 13 September 1961

1. By direction of the President, the following maxed Airmon, (ANGUS), are ordered to extended active duty law Special Order G-34, Hq Tactical Air Command, Dated 1 September 1961 Involuntary, law AFH 45-2, 1 May 1961.
ADN Number: AMN 002.

ADN Number: ANN 002.
ASSIGNMENT: Relieved from 121st Tactical Pighter Equadron (SD), District of Columbia Air National Guard, Andrews Air Force Base, Washington 25, D. C. and assigned to 121st Tactical Pighter Equation (SD), Andrews Air Force Base, Washington 25, D. C., Tactical Air Command, with further assignment 12th Air

REPORTING DATA: Effective-date of entry 1 October 1961. Individuals will proceed to Andrews Air Force Base, Mushington 47. D. C. on effective-date of duty. Report to Commander, 121st Tactical Fighter Squadron (SD), not later than SECU, 1 October 1961.

ORBERAL INSTRUCTIONS: Continuation on setive duty is upon successful completion of physical examination to be accomplished as soon as precticable after reporting for duty unless already accomplished. Individuals not successfully completing physical examination will be processed for release LAM AFM 35-4. AUTHORITY: Authority confirmed by Public Law 117, 87th Congress; Hq USAY Message AFCOF 98401, 31 August 1961 and DAF AFOM Letter 653M, 29 August 1961. TRANSPORTATION: Travel as directed is necessary in the Military Service. Travel by privately caned conveyance with NU days travel time authorized. If privately caned conveyance is not used, travel time will be the time of common carrier used. Transportation of dependents and movement of household goods is not authorized except as specifically provided by AFM 45-2.

FUNDING: AMM PAY & ALMS: 5723500 248-211 F514 5503725 0100

TRAVEL: 5723500 P534.02 S503725 2132 2290

VIEW

SSgt ARTHUR S JETT SR, AP13476686, PAFUC 431510, DAFSC 431510, (Date of Separations 8 April 1962) (HCR: Box 3224, 300 Belle Funte Lane, Clinton, Md)

SSgt HARRY E ENUTSON, AF37562536, PAFCC 70250, DAFLC 70250, (Date of Separation: 12 November 1963) (HuRs 822 Green Street, Alexandria, Va)

SSgt BARRI G MADDEN, AF13463856, PAFSC 431510, DAFSC 431510, (Date of Separations 15 March 1963) (HCR: 7006 Greig St, Apt 28, Washington 27, DC)

SSgt MELVIN O MYERS, AP13535676, PAPUC 431510, UAPSC 431510, (Date of Separation: 1 May 1964) (HCR: 5411 Dumphrey Drive, Hashington 28, DC)

SSgt GRANVILLE R NICHOLS, AF13464103, PAFSC 43151C, DAFSC 43171C, (Date of Separation: 5 May 1963)(HUR: 6423 Pendall Drive SE, Washington 20, EC)

SO 228 hQ 113TH TACFTROS, DCAMA; Andrews AFB, Washington 13, CC, 13 Sep 61

SSgt JAMES J FENNINGTON, AP13/200/14, PAPSO //1.510, DAPSO LS1510, (Date of Separation: 2d August 1962) (NCA: Cheltenham, 24)

SSgt JOSEPH S PICCOIA, AP2292891A, PARGO 70250, DAFSC 70250, (Date of September) 8 September 1963) (Ricks 1850 Columbia Pike, Arlington 4, VA)

SSgtHAROLD S QUILLEN JR, AP13546060, PAPSC 27150, PAPSC 27150, (Date of Separation: 26 June 1962) (Nich: 3404 79th Ave 58, Washington 28, 30)

SSgt RAIMUND D SHAUVER, AF16431357, PAFSC 431510, DAFSC 431510, (Date of Separation: 24 February 1963) (BCB: Box [1, Clinton, Md)

SSgt ROBERT J SPEIDEL, AF22928352, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 1 March 1962) (HCR: old stage Rd, Mitchellville, Md)

SSgt CLIFFORD N STONE, AF13466764, PARSC 64650, DAFSC 64570, (Date of Separation: 13 March 1964) (HUR: 909 Emergen Street Hd, Washington, DC)

SSgt JUHN J TOLTOWICZ, AF13444357, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 26 April 1964) (Hist: 122 78th St, Seat Pleasant, Mi)

ALC RUMALD E ANDERSON, AF22928298, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 September 1963) (BCA: 908 Hudson Ave, Takoma Park, Mi) (Over 4 Yrs Svc)

ALC RUBERT D BARNES, AF18501663, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 7 October 1963) (HUR: 7608 Atwood Drive, District Heights, Mi) (Over 4 Tre Svc)

All will F BLOCK, AF22928211, PAFSC 43151C, DaFSC 43151C, Date of Separations 10 March 1962) (HUR: 214 S. Adam Street, Arlington 4, Va) (Over 4 Yrs Svo)

ALC CARL W BRACG, AF13574198, FARSC 431510, DAFSC 431510, (Date of Separation: 12 August 1963) (HuR: 4 W. Malson Street, Apt 302, Alexaniria, Va) (Over 4 Yro Svc,

ALC JIMMI L CARTER, AF18496933, PAFSC 43151C, DAFSC 43151C, (Date of Deparation: 3 June 1963) (HOE: 4704 Hudson Ave, Apt 3, Washington 23, 23) (Over 4 Yrs Svc)

ALC EDWARD J JENKIES, AP22932705, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 18 January 1963) (BuR: 3594 Martha Curtis Drive, Alexandria, Va) (Over 4 Yrs

ALC FRANCIS M KOSCHEKA, AF23739492, PAFSC 431510, CAFSC 431510, (Date of Department of Appartment of tion: 7 April 1964) (HCR: 7354 Forrest Rd, Apt 201, Ryatteville, Mi) (Over 4 Yrs ave) :

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MEMORANDUM FOR: Joseph S. Piccolo

VIA

Chief, WH

- 1. The problem of effective management of the operational records of the Clandestine Services is one of our most important responsibilities. In this connection, you have been selected by your Division, and authorized by the Clandestine Services Records Committee, to act as Records Officer for your component. Your selection is based on your professional qualifications to carry out an assignment requiring experience, Judgment, and a knowledge of the objectives of the Clandestine Services. A copy of this memorandum will be placed in your official personnel folder to record your appointment as Records Officer.
- 2. You are to act on behalf of your Division or Staff element in authorizing the destruction of material of no value to the Clandestine Services in accordance with criteria established for this purpose. You are empowered to authorize the destruction of documents and index cards recommended for destruction by other members of your Branch, and to desensitize KAPOK and RYBAT material which is no longer sensitive or which has been restricted in error. Your signature will be recognized by RID as that of an officially appointed Records Officer.
- 3. At the meeting of 15 March 1960 , you were briefed on the details of your duties as Records Officer. It is now considered that you will be able fully to execute your duties as Records Officer and thus make a real contribution to the CS Records Management Program.

WENDELL E. LIT

DDP/RI40

cc: Personnel Jacket of Addressee

S-F-C-R-E-T

Frank

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1001-71-242 RYBAT-0728

Chief, WI Division	4 June 1958
Chief of Station	
Administrative	
	PICCOLO, Joseph S.
ACTICH REQUESTED: Consideration of recommended	proceeding
1. It is recommended that it is a second of the control of the con	ary 1957 and has been on duty
2. Since his arrival at this Station, we ability to assume increasing responsibility and supervisor. He has displayed initiative and intercrite management problems and has come up a suggestions which have been adopted with results a conscientious and very hard worker, putting in	definite potential as a telligence in the handling with several time saving ing efficiency. He is
in an attempt to bring the files up to date.	
3. A separate dispatch is being prepared a reorganization of the alots presently on the Registry Section, in order to bring the gredesin relation to the greatly increased workload which past two years. A request for the redussificati Slot #BAF-402 to CS-7 will be included in this swith appropriate job descriptions.	T/O for the ato a more realistic a has developed during the on of

BIT 3 June 1958

Distribution
3 - Mqs
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Winston M. Scott

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16 September 1957

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13 February 1957

TO:

CIA Security Control Officer

VIA:

Chief, Interim Assignment Section 11/07
 Chief, Employee Services

FROM:

Joseph S. Piccolo

SUBJECT: Permission to continue in Course

1. It is requested that I be granted permission to continue in the following evening course at the University of Virginia's Northern Extension in Arlington:

U. S. History - Mondays - 7:00 to 9:40 P.M.

2. It is understood that tuition and all other expenses will be borne by the undersigned.

> Campled Pierce Joseph S. Piccolo

Distribution:

Original and 3 - Employee Services
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APPROVED FOR THE DIRECTOR OF PERSONNEL

Suployee will make no reference to, or discuss his CIA connection, assignment or duties while participating in above activity.

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STANDARD FORM NO. 64

Office Memorandum

UNITED STATES GOVERNMENT

PROM: Subject: Ciccolo Joseph

DATE: 1/3.0/57

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30 January 1957

A.r. Joseph 3. Piccolo 2210 - 20th Street, N. W. Washingum, D. J.

Dear Mr. Piccolo:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$3415.00 per annum.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the oath of office, signing a loyalty affidiavit, participating in a final security interview and completing a medical examination which will include determination of physical health and emotional stability. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please telephone krs ______ on Elecutive 3-6115, extension 2781, as soon as possible, in order to arrange an entrance-on-duty date. If at all possible, we would appreciate your selecting a Monday.

Please report to the Recentionist at Curle Hall at 8:15 a.m. and ask for h.rs. on the reporting-for-duty date that you establish with this office. Curle Hall in located at the intersection of 23rd Street, Independence Avenue, and Ohio Drive, S. W., with entrance on Chio Drive.

The gross salary quoted will be subject to deductions for Federal income tax and 6% percent for the United States Civil Service Retirement Funi. In addition, the benefits of low-cost group life insurance are available to Federal civilian employees. The enclosed pamphlet outlines the features of the program and lists the amount which will be deducted from your salary each may period for this term insurance. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Valver of Life Insurance Coverage form at the time you enter on duty.

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You will not receive a pay check for approximately four weeks after your entrance on duty.	
If you have any problems, Mrs. will be glad to discuss them with you when you call.	
Very truly yours,	
G. M. Stewart	
Director of Fersonnet	
Enclosures (2)	
Life Insurance Pamphlet Man	
OP/CORRES/	
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TO : 11/1 FROM: >77. Smiles. SUNJECT: Piecele, Janjako The had some Glady, M.C., also an resid that Subject will be a prove and. Office Memorandum . UNITED STATES GOVERNMENT DATE 27/201950 TO : Tile FROM : 171 - Since & SUBJECT: Pleased Jaseph When our were War 12 Mil dot. Energy were about an and affection and good that Glady in M. C. advand that it Muliar Decreasing por enting function in formation them are by not and where our to

Office Memorandum . United States Government

DATE 11 Jan 1957

19 November 1956

Mr. Joseph S. Ficcolo 2210 - 20th Street, M. W. Washington, D. C.

Dear Mr. Piccolo:

This is to assure you that processing is continuing on your application for employment with this Agency.

Please advise us if any circumstance should arise which might affect your interest in employment with this organization.

Your continued interest and patience are appreciated.

Very truly yours,

H. G. Reynolds Director of Personnel 12 September 1956

Mr. Joseph S. Piccolo 2210 - 20th Street, N. W. Washington, D. C.

Lear Mr. Piccolo:

A review of the medical history information which you submitted indicates that for proper medical evaluation it is necessary that you come to our medical office for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled at 8:30 a.m., on any Tuesday, Thursday or Friday. Please advise Miss Ruth Griffin by letter, 24:30 E Street, N.W., Washington 25, D.C., or by telephone EXecutive 3-6115, extension 2781, of the date you will be able to report. We would appreciate your giving us at least two weeks advance notice. When you come for your examination, please report to our Medical Office in Central Building, 24:30 E Street, N.W. Inasmuch as some parts of the examination are given in the morning and others in the afternoon, it is necessary that you plan to be here the entire day.

We will not be able to reimburse you for any travel or incidental expenses which you incur for this purpose.

Very truly yours,

H. G. Reynolds
Director of Personnel

OP/CORRES/tjs(Griffin)

30 August 1956

Mr. Joseph S. Piccolo 2210 - 20th Streeth N. W. Washington, D.C.

Dear Mr. Piccolo:

We are pleased to inform you that your application for employment with this Agency has been reviewed with interest by appropriate officials and that actual processing has been initiated for a position at Grade GS-4, salary \$3415.00 per annum.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If it should develop that you cannot accept the position, please let us know immediately. If you have any questions concerning your application, please do not hesitate to get in touch with us. Your future correspondence or inquiries should be directed to the attention of hiss Ruth Griffin.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your cooperation and patience during this waiting period.

Very truly yours,

H. G. Reynolds Director of Personnel

OP/Correw/sed/Griffin

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16 July 1956_

Mr. Joseph Stephan Piccolo 2210 20th Street, H. W. Washington, D. C.

Dear Mr. Piccolos

Your application for employment with this Agency is presently under active review. Appropriate members of our staff will determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, we will make every effort to expedite a determination. Chould there be unavoidable delays in reaching a decision, we shall do our best to keep you as fully informed as possible regarding the status of your case.

In the meantime, if you should have any questions, feel free to get in touch with us by mail. We ask your patience and assure you of our desire to make the review period as short as is compatible with the careful evaluation to which we feel each case is catitled.

Very truly yours,

H. G. Reynolds Director of Personnel

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CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D. C.

Applicant Information Sheet No. 1

To all persons applying for employment with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

General-Considerations:

- 1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
 - a. "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
 - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
 - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . .;
 - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
 - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants prerequisite to their acceptance is a time-consuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

- 2. Investigation of an applicant may reveal something which prevents his clearance perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.
- 3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

Statement of Understanding and Agreement

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

(Signature of Applicant)

SECRET

		1 DATE OF WEGDERS
SELECTIVE SERVICE A	CTION REQUEST	10 October 1957
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Office Memorandum . UNITED STATES GOVERNMENT

Colonel Orner

Gordon M. Stewart Id Coulon to Stewart

SUBJECT:

PICCOLO, Joseph Stephan - Cancel Permission to Leave the Country and DIRECTED 4-F Deferment

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 and renewed on 8 December 1959 be cancelled. Please also cancel the DIRECTED 4-F Deferment allowed on 18 November 1957. SSS Form 110 is attached; SSS Forms 300 have been destroyed.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

Office Memorandum UNITED STATES GOVERNMENT

Colonel Omer

DATE:

Gordon M. Stewart M. Gordon M. School

PICCOLO, Joseph Stephan - Renew Permission to Leave the Country

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 be renewed. SSS Form 300 issued on this date has been destroyed. Please retain the DIRECTED 4-F Deferment allowed subject on 18 November 1957. Subject will return by December 1960 at which time we will cancel his DIRECTED Deforment.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

14 December 1959

MEMORANDUM FOR: Chief, WH Personnel

SUBJECT:

SSS Form 300 for Joseph S. Piccolo

- 1. Forwarded is SSS Form 300 for Mr. Piccolo. While the Director of Selective Service has issued this permit for a period of two years, the files of this office and the office of the Director of Selective Service reflect a termination date of his overseas service of at least December 1960.
- 2. As we discussed earlier, this termination date has been set to avoid the possibility of Mr. Piccolo's authorized absence placing him in a position which might preclude the necessity of his meeting his military obligation as established by his local board.

J. L. Olmstead
Deputy Chief, Personnel
Operations Division

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Distribution:

Orig. and 1 - Addressee

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OP/POD/JLOlmstead:ahw (14 Dec 59)

SECRET

	1 DATE OF REQUEST
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TO S DIRECTOR OF PERSONNEL	123
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IS 4 February 1957	13 SELECTIVE SERVICE CLASSIFICATION
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Local Board #44. 521 S. Andrews Avenue, F	t. Lauderdale, Florida
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STAY DAND FORM NO. 64

Office Memorandum . United States Government

TO : Record

DATE: 29 Oct 57

FROM :S. Richelderfer

SUBJECT: Piccolo, Joseph Stephan

Subject was advised this date that the Agency would request a directed deferment. He was told the meaning of a "directed deferment" and advised not to contact his local board and they will not contact him. He was sent to see Captain Noble in Reserve Affairs Branch. Captain Noble was not in and subject was interviewed by Sgt. MacKenzie. I talked to MacKenzie and stressed the fact that subject should be advised to be sure to drop out of the Mational Guard. MacKenzie said that he would have to request to be put in a standby reserve status. This seems to be a satis factory arrangement, since we are requesting a directed deferment, the L.B. will not contact Piccolo.

SECRET

MEMORANDUM FOR: Deputy Dir	ector of Personnel
SUBJECT:	Clerical Requirements
the WH vacancies who will me runs were used, as were fill Administrative and Personne and a thorough screening of individuals at the GS-5 or candidate was located, a Mr. He has been accepted by the The January deadline was che pass the typing requirement success in finding a candidate of the others were disqualified willingness to accept the as 2. Under the circumstate processed against the Jan Piccolo, who was originally	Division for the January requirement. sen for him because he will be able to for We had no ate for the 1 November deadline. All fied, largely because of marriage, un-
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Robert W. Sheay Chief, Personnel Assignment Division



NATIONAL HEADQUARTERS SELECTIVE SERVICE SYSTEM

491 INDIANA AVENUE NORTHWEST WASHINGTON 25, D. C.

ADDRESS REPLY TO
THE DIRECTOR OF SELECTIVE SERVICE

July 18, 1958

Attentions Colonel Omer

FOR PERSONAL ATTENTION
OF STATE DIRECTOR

State Director of Selective Service 310 Charlotte Street St. Augustine, Florida

Subject: Joseph Stephan Piccolo SS No. 8-44-35-604

Dear Colonel Wall:

Reference is made to our letter of November 18, 1957, advising you that the Director of Schotive Service had directed that the above-named registrant be classified in Closs IV-F until further notice, under section 1622.60 of the Schotive Service Regulations.

Mr. Piccolo has now received 658 Form No. 80 (Standby Reserve Questionnaire). Due to circumstances beyond his control, Mr. Piccolo is unable to complete this form, which is enclosed. Please return it to the local board with the instruction that it not be re-mailed until such time as the Director withdraws his directed classification of Mr. Piccolo under the Universal Military Training and Service Act, as amended.

For The Director,

DANIEL O. CMER Colonel, JAGC General Counsel

Enclorure

cc: Mr. Gordon M. Stewart



FOR PURPUSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED, YOU ARE CESIGNATED EXEMPL.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PICCOLU JUSEPH S

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OF HILITARY COVER BACKSTOP	21 January 19	364
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SECRET

15 August 1961 4455

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

: PICCOLO, Joseph B,

- 1. Cover arrangements are in process, and/or have been completed for the above-named Subject.
- 2. Effective 15 January 1961 , it is requested that your records be properly blocked receptance to deny subsecting Subject's current Agency employment to an external inquirer.
 - . 3. This memorandum confirms an oral request of

For GLN: E. MOORHOUSE Acting Chief, Central over Group

cc: SSD/OS

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ló October 1957 C-lógi (Biladeau)

METMORANDUM FOR: Office of Fersonnel

Records & Services Division

Counseling Branch/CP

SUBJECT

: Joseph Stephan Piccolo (T)

1. It is requested that you close your records concerning subject to all outside inquiries regarding Agency connection from 16 October 1957 forward. You will be advised in the future if it is deemed advisable to reopen these records.

2. Thank you for your cooperation.

Acuas NIIII

(i)

28 September 1961 File No. 4455

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

THROUGH

: Chief, PSD/OS

Attention: Mr. Robert C. Swendimen

SUBJECT

PICCOLO, Joseph 5.

GS-7, WH - Cover Debriefing

- I. Mr. Piccolo entered on duty with the Agency on 4 February 1957 and will resign on 4 October 1961. During his period of employment he utilized ______ cover in Mexico from 1 November 1957 to 14 January 1960, and from 15 January 1961 to resignation used nominal Department of the Army cover in Headquarters.
- 2. Mr. Piccolo was instructed to indicate his employer for the entire period as CIA, 2430 E Street, N. W., Washington 25, D. C.
- 3. He was further instructed to indicate, whenever necessary, that he travelled, listing various countries en route to and from Mexico, but not reveal the specific location or details of his cover assignment.
- 4. Mr. Piccolo's forwarding address will be 1636 N.E. 20th Street, Ft. Lauderdale, Florida. His new employment is 121st Tactical Fighter Sq., Andrews AFB.
- 5. The above information is furnished for your guldance and inclusion in the Subject's personnel and security files.

Chief, Military Cover Bronch, CCG

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EFFECTIVE DATE OF PAY AUJUSTMENT: CT.UCTUBER 1579

NAME ID NUMBER UPG. SCH-GR-STEP SALARY
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EFFECTIVE DATE OF PAY ACJUSTMENTS OB OCTOOLE 1578

NAME ID NUMBER LRG. SCH-UR-STEP SALARY
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"PAY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE CROER 12010 PURSUANT TO AUTHORITY OF OUL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DOI DIRECTIVE LATED 8 COTOBER 1562."

EFFECTIVE DATE OF PAY ACJUSTMENT: 09 UCTOBER 1577

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MEAN ACTUAL STAFFE IN ACCULARCE WITH THE FECULSIONS OF SECTION \$305 CF TITLE 5. L.S. C. ANT EXECUTIVE CHEEK HIGH FLESLANT TO AUTHORITY OF COLUMN FOLLOWS IN THE CIA ACT OF 1545. AS APPROPE, AND COLUMN FOLLOWS. LIFECTIVE TALLE F LOTTER 1500.00

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*PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE CROEK LIBRA PURSUANT TO AUTHRITY DE OCT AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND DCI DIRECTIVE CATED 8 OCTORER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

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EFFECTIVE DATE OF PAY ACJUSTMENT: 13 COTOPIE 1974

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"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 CF TITLE 5, U.S.C. AND EXECUTIVE GROEP 11739 PURSUANT TO AUTHORITY OF BCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OF UCTOBER 1962."

EFFECTIVE DATE OF PAY ABJUSTMENT: 14 OCTOBER 1973

. NAME

SERIAL CRON. FUNUS GR-STEP

NEW SALAHY

PICCOLO JOSEPH S

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THIS EMPLOYEE HAS BEEN IDENTIFIED AS A C.I.A. EMPLOYEE FOR PURPOSES OF WITHOUDING STATE AND FEDERAL TAXES

DATE DESIGNATED

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JANUARY 03 1961

25658 JOSEPH S PICCOLO

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"PAY ADJUSTMENT IN ACCURDANCE WITH 5 L.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OB COTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: O7 JANUARY 1973-

NAME SERIAL ORGN. FUNCS GR-STEP SALARY
PICCULC JOSEPH S 025658 51 825 CF GS 12 5 \$18,906

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92=210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962

EFFECTIVE DATE OF PAY ADJUSTMENTE O JANUARY 1972

MAME

SERIAL DEGN. FUNDS GPASTEP

SALAPY

PICCOLO JOSEPH S

025658 51 825 CF GS 12 4

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SECRET CP) (When filled In) 14: 8 MAR 72 NOTIFICATION OF PERSONNEL ACTION WINF I SEPIAL NUMBER 2 NAME HAST FIRST MIDELE PICCULO JUSEPH 5 620000 3 NATURE OF PERSONNEL ACTION 3 CATEGORY OF TAPLOTMENT 4 SHECTIVE CATE 121/12 MLALLIUNNILNT KLGULAR B CSC OR OTHER LEGAL AUTHORITY V 10 V Y 10 CF FUNDS X, USC 403 J CF TO Y CF TO CF CEISS (NAK) HEUD CEIS 10 LOCATION OF OFFICIAL STATION 9 ORGANIZATIONAL DISIGNATIONS UUP/WH UIVISION FURLIGN FIELD BRAINCH S-MOLTATE UAGE TE POSITION TITLE 12 POSITION NUMBER 13 SIRVICE MISIGNATION OPS OFFICER 1805 TO CLASSIFICATION SCHEDULE IGS. 18, etc.) 16 GRADE AND STEP SALARY OF PATE 15 OCCUPATIONAL SERIES 15732 (12 5 GS 0135.01 12 4 17453 IR PEMARKS HOME BASE: WH SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 22 STAMON 23 INTEGREE OHICE COUNC 24 Hidgis 23 DATE OF BIRTH 76 DATE OF GRADE Bear to B Grace 3 10 51625 Min (13(137 12 | 08 | 35 SEPARATION 32 Correc BEG NO BEG NO 28 NIS SAPIRES 20 SPECIAL REFERENCE BITIEFHENT GATA 34 SE# EOD DATA 36 SERV COMP DATE IF LONG COMP DATE IS CAREER CATEGORY 25 VET PRIFERENCE FEGUL / HEALTH INSURANCE 40 SOCIAL SECURITY NO U MAILER 1 125 HEALTH INS COU LAB 283 V PHITY 1100 PREVIOUS CIVILIAN GOVERNMENT SERVICE AZ IZAYE CAT ATAG KAT JARBOST 66 STATE TAX DATA 43 0 m) PRIVE US 14894 B FORM THE WITH LANGE 104# 148LJ*10 CU14 2 mg 2 Mile in Marci ... 111 fent 2 191 3 400 SIGNATURE OR OTHER AUTHENTICATION SECRET

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656. AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DOLAS PROVIDED IN THE CIA ACT OF 1049, AS AMENDED, AND A DOL DIRECTIVE DATED B DOTTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS TO JAMAN 1971

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SERIAL DECT. FUNDS GRESTEP

NEW SALARY

PICCOLD JOSEPH 5

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE DRIVER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

MEW DRGN. FUNDS GR-STEP NAME SERIAL SALAPY PICCOLO JOSEPH S 51 997 CF G5 12 3 . 025558 \$15,135

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EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1988

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DRGN. FUNCS G9-STEP SERIAL

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-CCI DIRECTIVE DATED & OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-286 PURSUANT TO AUTHORITY OF DCT AS PROVIDED IN THE C1A ACT OF 1949; AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTUBER 1967

NAME SERIAL ORGN. FUNDS GRESTEP SALARY SALARY
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PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1766

NAME

PICCOLO JOSEPH S

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HPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DOLLAS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DOL POLICY DIRECTIVE DATED 8 OCTUBER 1962.*

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

CDADE			Per A	nnum	Rates	and	Steps			
GRADE -	1	2	3	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180		4,430		4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5.085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7.955	8,200	8,445	8.690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9.520		10,060	
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420]	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,330	12,735	13,090	13,445
GS-13:	12.075	12,495	12,915	13.335	13,755	14.175	14.595	15,015	15,435	15,855
GS-14'	14.170	14,660	15.150	15.640	16.130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17.600	18.170	18,740	19.310	19,880	20,450	21.020	21,590
GS-16;	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
GS-17	21,445	22,195	22,945	23,695	24,445			,		
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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87#793 AND OCI MEMORANDUM DATED 1 AUGUST 1935, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

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NAME SERIAL DEGN FUNDS GR-ST SALARY SALARY PICCOLO JOSEPH S 025058 49 300 V GS 08 2 \$ 6,795 \$ 6,600

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IN ACCORDANCE WITH THE PRODICTIONS OF PURLIC LA . A7 - 793 AND DOI MEMORANDOW DATED 1 AUGUST 1986 , SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

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DDP WH BRANCH 4			WASH., D.C.	
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	SPACE E	BELOW FOR EXCLUSIVE	USE OF THE OFFICE OF PERSON 124 Reprin : 23 BATE OF BIETRI GOOD TO THE TOTAL T	36 Ball OF CRADE 37 BATE 25 LE1
9 ACTION 28 Employ 21, CFF COST Code Dayson 148 EO	SPACE E	BELOW FOR EXCLUSIVE (27 STATICH 27 INTEGER (CORE	USE OF THE OFFICE OF PERSON 124 Noun; 23 DATE OF BIETH 12 OB; 35	26 DATE OF CARDE 27 DATE OF LET 10.0 OA 10 10.0 OA 10 10.0 OA 10 10.0 OA 10.0
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9 867100 20 Employ 21, 007 COOL (nds n.x.e.s.) 1 8 80 9 94(16) 1 916 \$1710\$ 916691	SPACE B FICE CODING 1	BELOW FOR EXCLUSIVE (27 STATICH 27 INTEGER (CORE	USE OF THE OFFICE OF PERSON 24 Notes : 13 Date of Biete 12 O3; 35 17 CORRECTION CARCELLATION DATA 1471 US BA CE	20 DATE OF CARDE 27 DATE OF CELL NO. OR. TR. DO. OR. TR. DO. OR. TR. DO. OR. TR. DO. OR. DO.
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SECRET (Shen filled In) NOTIFICATION OF PERSONNEL ACTION PAS: 22 JULY 1960 1. Serial No. 2. Namo (Last-First-Middle) a. CS-EOD Mo. Da. Yr.
02 04 57 PICCOLO JOSEPH S

8 CSC Point. 9. CSC Or Other Legal Authority
Yr. Yes. 1 Code
54 No - 2 1 50 USCA 403 J 125658 13 Creat. Leo Yr. You 1 Code 57 No 2 2 Mo. | Da. PREVIOUS ASSIGNMENT

14. Organiza	tional Designations		Code	15. Locatio	n Of Official Station		Station Code
DOP WH BRANCH 4			4617	WASH.,	D.C.		75013
16. Dept Fie	· · · · · · · · · · · · · · · · · · ·				18. Position No.	19 Serv.	20. Occup. Series
USHd 4 1	ode INTELL ASST				0629	GS	0301.28
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ACTION

27. Nature Of Action	Code	Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Data
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PRESENT ASSIGNMENT

31. Organizational Designations	I Code	32. Location Of	Office of Stateon		Station Code
31. Organizational penghations	Code	32. Edestion Of	Onicidi Station	78	Sidiloli Coa
DDP WH BRANCH &	4617	WASH., D.(•		75013
13. Dept - Field 34. Position Title		35.	Position No.	35. Serv. 3	7. Occup. Series
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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED. 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SFRIAL

PICCOLO JOSEPH S 125658 46 17 GS-06 2 \$ 4,640

/S/ EMMETT D. ECHOLS DIRECTOR OF PERSONNEL

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SECRET THEN FILLED IN

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		TO BE	COM	PLETE	O BY 1	HE OFFIC	E OF PI	ERSONNEL			
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BES: 15 APRIL 1960 NOTIFICATION OF PE	RSONNEL ACTION
1. Secol No. 12. Name (Last-First-Middle) 125658 PICCOLO JOSEPH S	No. Du. Yr. None-0 Code No. Di. Yr. None-0 Code No. Di. Yr. None-0 Code No. Di. Yr. None-0 Code No. No. Di. Yr. None-0 Code No. No
7. 7.60 B. CSC Fetal 9. CSC Or Other Legal Authority 1/0. Dr. Yr. Yes. 1 Code 12 27 54 No - 2 1 50 USCA 403 d	10. Apmt. Allufuz 11. ILGL 12. LCD 13 circle (20 Mo. Du. Yr. Yos. 1 Code Mo. Dq. Yr. Yos. 1 Code No. 2 1 O2 O4 57 No. 2 2

PREVIOUS ASSIGNMENT

14. Organization	al Designations		Code	15. Locatio	n Of Offic	ial Station		Station Code
	VISION COMP		4688	WASH.,	D.C.			75013
NAME OF ADDRESS OF A STREET OF TAXABLE PARTY.	17. Position Title				14. Positi	on No.	19. Serv.	20. Occup. Series
Ushid 4 Code Frgn 6	MAIL AND FIL	E SUP			0110	60	GS	0305.05
21. Grade & Hep	92. Solary Or Rate	23. 5D	24 Date Of Gra	do 185. PSI E)up	26. Appro	priation Nu	mber
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27. Hature Of Action	Code	The same of the sa	Code	30. Separation Data
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PRESENT ASSIGNMENT

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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1956 AUTHORIZED BY P. L. 65 - 462 AND DC1 DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-STEP OLO SALARY HEW SALARY \$ 3,850 PICCOLO JOSEPH S 525658 GS-04-2 \$ 3,500 -..

> GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL

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STANDARD FORW 50 (8 PART)

NTRAL INTELLIGENCE AGEN

F.:. 20 Dec 1757 NOTIFICATION OF PERSONNEL ACTION 6391 TOB 2 DATE OF BIRTH I JOURNAL CO ACTION NO. 4. DATE 125858 4 To: r mry 1957 9 Dec 1935 PR. JOSTH S. PICCLO This is to notify you of the following action affecting your employment: 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 6. EFFECTIVE DATE S. NATURE OF ACTION (USE STANDARD TERBINGLOST) t tod a w 4 Feb 1957 RECEPIED APPLINITUATION FROM S POLITICA TITLE DV-424-09 Filo Clark US-0305-02-4 \$3115.00 per amman Records Integration Division Analysis & Operations Branch Index Section 11. WEADQUARTERS Washington, D. C. DEPARTMENTAL 12. FIELD OR DEPT L 7101.0 DEPARTMENTAL LS. VETERAN'S PREFERENCE 14 POSITION CLASSIFICATION ACTION NONE WELL OTHER S PT. 10 POINT BLE VICE I. A. REAL SDIB 15. SEX 16. APPROPRIATION 19 LEGAL RESIDENCE C CLAIMED [] PROVED 10: h Feb 1957 STATE: Plorida RC-101 Surject to the artisfactory completion of a trial period of one year. Subject to the satisfactory completion of a sadical constitution. Pay rate shown is subject is subject to adjustment upon verification of prior Bervios 2/4/57 GNOD: 2/1/57 LOD d Felder Requested . 800 F6 1 DUB 2/9/58 Indiala CHO CONTROL O CONTROL Director of ference tell'

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SECTION A 265 441914 GENERAL INFORMATION	
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025658 Piccolo, Joseph S. 8 Dec 35 N. GS-	13 DA
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1 Oct 78 - 30 Sept 79	
ECTION B QUALIFICATIONS UPDATE	
QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THOODY YES IN THE BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGH	e l
ECTION C PERFORMANCE EVALUATION	
-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action the nature could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe	of the action take
& proposed in Section D. - Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and re-	
taken or recommended should be described. Proficient Performance is solistactory. Desired results are being produced in the manner expected.	-
Strong Performance is characterised by exceptional proliciency.	• •
Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others work as to warrant special recognition.	doing simila
SPECIFIC DUTIES	-
up to ale of the most important specific duties performed during the rating period, insert rating letter which heat describes the manner in which forms EACM specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be in ability to supervise (indicate number of employees supervised).	
Serve as senior CI coordinator for LA Division; to monitor the Division's CI.	- RATING
ctivities; to provide guidance and support for its CI problems and operations.	
	S
SCIFIC DUTY NO. 8	RATING
Participate in Counterintelligence and Operational Security Surveys.	
í	S
Screen LA Division traffic containing items of CI significance; maintain	RATING LETTER
aison with other CI components of the USG; perform special CI case assign- ints.	S
ICIPIC DUTY NO. 4	RATING
Maintain CI working files including basic information on the CI objectives of LA Division.	
	LETTER
CIPIC DUTY NO. 8	BATING
	LETTER
OVERALL PERFORMANCE IN CURRENT POSITION .	
s late arrayed everything about the emplayee which influences his effectiveness in his current position such as performance of specific duties,	HATUNG LETYER
luttimp conduct on job cooperationers, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge i impleyed a council performance during the rating period, place the latter in the rating base corresponding to the statement which most over	ا, مال
a relief to level of performance DESIVATIVE CL BY 05.7250	
CASSISCATION 10 TO THE SELECTION	- 64

	CIASSITIATION			
SECTION D	NARRATIVE COMME	NTS		
Indicate significant strongths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State				
trygestions made for improvement of work performance. Dire recommendations for training, Comment on foreign language competence, if required for				
	current position. Amphity or explain ratings given in Section C to previde best basis for determining future personnel action. Manner of performance of			
managerial or superswery duties and c	ost consciousness in the use of personnel, space, equ	uipment and funds, must be commented on, it applicable If		
extra spote is needed to complete Section				
Mr. Piccolo's where	Experience in LA Division and	Cuban operations, his inquisitive		
instincts, his activisi	t styleweand his keen analytic	cal skills, superbly qualify him		
to serve as the senior	CI Staff coordinator for LA [Division. One obvious measure of		
his strong, continued of	effectiveness, is that in any	given week he receives more		
		orms of CI support, than any of our		
	other area division coordinators. On the other hand, because of his in-depth, across			
the board knowledge of	LA's operational activities.	he represents a unique resource		
		and rapidly to inquires from the		
		e, C/CI has commented on his deep		
	iccolo's impressive performan			
1				
During the year. Mr.	Piccolo led the team which	and		
1	and	The final report		
was well received by th	e Division and the			
of the team's		As with		
otherreports	, thestudy was forw	arded to the DDO and the DCI for		
their information. Mr.	Piccolo is one of the more e	xperiencedofficers, having		
participated in or led		in AF and LA Divisions.		
		//continued//		
SECTION E	CERTIFICATION AND COMM	ENTS		
	1. BY SUPERVISOR			
MONTHS EMPLOYEE NAS BEEN UNDER MY GUPERVISION				
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disprignification agreement in the state of	3. BY REVIEWING OFFICIA	N		
COMMENTS OF REVIEWING OFFICIAL		Во менениционного уменениционного применениционного примененицио		
Mr. Piccolo is a	very competent, serious and a	mbitious officer. As the senior		
•	Division, he has represented			
		nd informed follow-up on counter-		
		. He knows his client division		
**				
		and he has an unusual ability to		
		matter. All with whom he deals		
in IA Division hold hi	m in high cottem.			
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ATE TO	Pricial Title OF REVIEWING OFFICIAL TO	YPED OR PETTED NAME AND GIGNATURE		
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	4. BY EMPLOYEE			
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	The operational traffic Mr. Piccolo screens for the "front office" is usually
	accompanied by pertinent insights on the significance of the development or event
	reported. He has been praised more frequently for his commentaries than any of our
	other coordinators, which is another reflection on his intimate familiarity with
	the LA operational scene. Numerous examples of his productive and versatile service
	to the Division and Staff can be cited but we will note for the sake of brevity only
	three to underscore out point. (1) For the past two years he has been the guiding
	and principal referent on a joint Agency/FBI proposal which would to
1	
L	His perseverance, in shepherding the instrument through
	its various approval-stages in the Agency and the Department of Justice, is finally
	paying off with the recent notification that the SCC/CI had informally approved the
,	agreement. (2) This past summer Mr. Piccolo was temporarily assigned to assist NE
	Division as a consultant, because of his expertise, in a case involving
	a Ultimately Mr. Piccolo participated
	directly in the assessment process, and was a key factor in finally
	persuading the
	Finally (3), he has quite justifiably earned the reputation (per student critiques
_	and faculty commentary) as one of the most effective instructors on the CI Staff. He
	lectures regularly in the CI and BOC courses, and participates in the and
Ī	seminars for our military and FBI colleagues.
L	
	Again, Mr. Piccolo's performance during this past year, as in previous years,
	reflected a sustained superior effort, which, I am convinced, will continue to be
	the pattern in the future.
	the pattern in the rature.
	SECTION E REVIEWING COMMENTS (continued)
•	
	Rating officer properly highlights Mr. Piccolo's determination and perseverence
	in pushing a major joint CIA-FBI program through Washington's often unbelievable
1	bureaucracy. A lessor man would have thrown in the towel long ago. Mr. Piccolo,
1	understanding the importance of this proposal, was determined to "hang in there;"
	success resulted.
•	A veteran CI officer, Mr. Piccolo headed a team
	1.

Hajor contamination via Philip Agee has severely limited this officer's ability to serve in his area of specialty, Latin America. Nonetheless, we need to identify in the not too distant future a challenging overseas assignment that will take advantage of his impressive operational skills and experience. He is patently an officer with highly developed on-the-street instincts and, if he is to schious his considerable potential, needs additional overseas positings.

In the meantime we are fortunate indeed to have him on our Staff; he is one of our heat. I unheatfatingly concur in the Rating Officer's letter grades and narrative comments.

14 Harch 1979

Mr. Joseph S. Piccolo, Jr. CI Staff/Operations Group MEMORANDUM FOR:

Operations Coordination Branch/LA

SUBJECT

Letter of Instruction

General:

1. As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff. and LA Division with respect to

position of Coordinator has certain Italson aspects it also requires that the incumbent, in support of the DDO's objective to reintegrate CI disciplines within the Operations Directorate, take an active role in stimulating CI practices and operations in LA Division. Accordingly, you are expected to be fully knowledgeable of the missions and responsibilities of the C1 Staff (See DDO Notice No. 1-1339, dated 16 July 1975; DDO Notice No. 51-54, Coordination on Counterintelligence Matters, dated 4 May 1976); and in general the interests and activities of the other functional branches of the Operations Group as they relate to LA Division. To enable you to accomplish your specific duties you will be supported by an Assistant LA Coordinator.

Specific Duties:

- As the LA Coordinator, your major continuing duties will be:
 - To-develop close and affective working relationships with LA Division to ensure you are currently and fully aware of CI problems and activities in that Division; to provide LA Division with guidance and support for its counterintelligence operations.
 - b. To participate when requested in the planning and conduct of and designated by the C/Cl Staff.

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- c. To menitor and screen LA cable traffic and select items of CI significance for routing to appropriate CI Staff components, together with supplemental information as needed; to maintain liaison with other USG components as appropriate; to perform special assignments on CI cases as may be required by CI Staff.
- d. To maintain CI working files, including basic information with respect to the CI Objectives of each LA Division Station.
- e. To serve as back-up Coordinator for other divisions as may be required, and as your work schedule permits.
- 3. During your assignment to CI/OG/OCB Fitness Reports on your performance will be based on the provisions of this LOI. Any major changes in this LOI will be made in writing and will require your signature to be effective.

Chief, CI/OG/OC

I have read and understood the above.

Joseph S. Piccolo, Jr.

I.A Division Cl Coordinator

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S.E.C.R.E.T.

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SECTION D	NARRATIVE COMMENTS
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suggestions made for improvement of w	ork performance. Give recommendations for training Comment on foreign language competence, if required for
turent position. Amplify or explain ron	ngs given in Section C to provide been been for determining future personnel action. Manner of performance of
managerial or supervisors duhes and re- eatro space is needed to complete Section	s' conscription in the use of personnel some equipment and funds, must be commented on, if applicable If
During the per	iod under review Mr. Piccolo was the senior referent
	A Division affairs. In this capacity he functioned
	d efficiently, and fully exploited his more than 17
year's association	
	o Specific Duties, No's 3 and 5 are pretty much self
explanatory and are	the bread-and-butter type activities that provide you
a data base for appr	reaching other responsibilities and keep you au
courant of operation	nal conditions. There is no rating for No. 4 as this
activity this year b	was handled by O/C/CI.
	ecific Duty No. 1., Mr. Piccolo has had several field
	in LA Division plus several at Headquarters. He
maintains close and	continuing contact with country desks and staff offi-
cers and when approp	riate has initiated operational comments and succes-
	when reviewing the traffic from an
reporting source	
and	sent forward a memorandum outlining these indications
	g to them for further action. On another occasion
when a	he again approached COG
	-Continued -
SECTION E	CERTIFICATION AND COMMENTS
The same of the transfer of the same of th	-1. BY SUPERVISOR
MONTHS EMPLOYEE NAS BEEN	IP THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE GIVE EXPLANATION
UNDER MY BUPERVISION	Control of the contro
12	(S
DATE.	OFFICIAL TITLE OF SUPERVISOR TYPE
1 Dec 78	DOLOGO :
1 0 00 60	DC/OG/OCB /
	2. BY EMPLOYEE
F HAVE TO BY HAVE NOT SHE AT	TALMED A DATE BIOMATURE OF EMPLOYEE
STATEMENT CONSERVING THE SOPE	RIISON'S 1 D. 7 & Coneyof Thisteries (a)
EVALUATION OF MY PERFORMANCE.	
COMMENTS OF REVIEWING OFFICIAL	3. BY REVIEWING OFFICIAL
	to one of the most thousand and betamend from a substantial of
Inis richess keport i	is one of the most thorough and balanced from a substantive wed in some time. I find it to be accurate from my perspective
and moflects my own con-	tention that Mr. Piccolo is for his grade one of the most
	and versatile officers we have in the DO.
Farlior this year Mr	Piccolo received a QSI in recognition of his fine performance
on the CI Staff during t	he previous year. There is no question that a sustained
on the CI Staff during t superior effort on Nr. P	he previous year. There is no question that a sustained iccolo's part will continue to be the pattern in the future.
on the CI Staff during t	he previous year. There is no question that a sustained iccolo's part will continue to be the pattern in the future.
on the CI Staff during t superior effort on Nr. P He has a prosperous care	he previous year. There is no question that a sustained iccolo's part will continue to be the pattern in the future, er ahead of him.
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on the CI Staff during t superior effort on Nr. P He has a prosperous care	he previous year. There is no question that a sustained iccolo's part will continue to be the pattern in the future, er ahead of him.
on the CI Staff during t superior effort on Mr. P He has a prosperous care	the previous year. There is no question that a sustained iccolo's part will continue to be the pattern in the future, er ahead of him. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future. There is no question that a sustained in the future.
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on the CI Staff during t superior effort on Nr. P He has a prosperous care	the previous year. There is no question that a sustained iccolo's part will continue to be the pattern in the future, er ahead of him. Chief, CI/O/C 4 87 8majorit stansions as summars

Continuation of Fitness

Joseph S. Piccolo

and outlined to them the leasons ne betteved the
COG agreed to withold any attempts at operational exploitation
with respect to Duty No. 2, usually focused on the activities of
while his colleague focused on those of In any event,
each could readily fill in as substitute if the other were absent. The
range of operational initiatives available to us in these cases is, for
the most part, limited and our main in-put is in terms of area knowledge
the Esst part, limited and our main in-put is in terms of area knowledge
and operational experience. Nevertheless, Mr. Piccolo did address him-
self to the problem of coverage of
when travelling overseas and drafted a general consent agreement for
The
suggestion is in the hands of the military services the FBI and Agency
legal authorities and its ultimate fate is not known.
In terms of ad hoc assignments Mr. Piccolo has participated in two
Surveys, n In both instances
he was the team leader. A
by and
determine the capabilities
and to
The are time
consuming and taxing, requiring a review of all pertinent Headquarters
files,
operational personnel, and that
may run as few as fifty pages or more than one hundred. The reports
may all us few as titty pages of more than one minuted, includes
are addressed the DDO, although the DCI has instructed
that he be routinely included on the distribution of each report. Mr.
Piccolo's level of performance is reflected in the fact that was
his
In another ad hoc activity Mr. Piccolo was responsible for retriev-
ing a proposal regarding joint activities with the FBI in
from the Bench Mark paper being submitted to the National Security
Council/Special Coordination Committee NSC/SCC) on counterintelligence
programs, and suggesting that it be submitted jointly with the FBI to
appropriate USG authorities. This suggestion is currently being imple-
mented and in so doing has required consultation and meetings with the
TBI from the working level to very senior officers.
Mr. Piccolo is an experienced and professional officer requiring a
minimum of supervision. He is aggressive, imaginative and has demonstrated
his initiative. He writes well and is even stronger in his verbal skills.
He can defend his position vigorously and skillfully but is disciplined
and will accept the final decision if contrary to his own view without
grousing. He has an engaging personality. I would be happy to serve
alth him arain at ther at the or everyone.

SICRIT

SECTION

1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT

Letter of Instruction

I. Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

II. Operations Coordination Branch - General Missions and Goals

<u>CI/OC is responsible for monitoring and coordinating the</u>
activities of CIA and other U.S. agencies, and
providing appropriate support and guidance to such activities.
It conducts of Directorate
and manages certain select,
CI operations. It and the necessary ap-
provals for the operational use of all
and assists in theoffor CI
purposes. It contributes critiques annually to EPDS on the
progress of and in
general monitors the of CIA
elements in accordance with the pertinent protions of Executive
Order 12036.

III. The Operations Group was reorganized in December 1977 and its functions and responsibilities were restructured along geographic lines. The effect was an amalgamation of the former Area Operations Branch and the functional branches into three geographic components consisting of an EAAF Section, a EURFR Section, and a LANE Section. Also at that time, the Clearance Section, formerly the Ops Clearance Branch, R&A Group, was transferred to CI/OC

IV. Specific Duties

As an officer in the LANT Section, CI/OC, your duties are as follows.

F2 IMPDET CL BY 057250 2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing of items of CI significance to appropriate Branch and Staff officers.

3. To assist in the review and coordination	, in,
conjunction with the central referent, of	
cases in your geographic area which are	
and other U.S. agencies; and	to help
manage certain select, foreign CI cases.	
4. To monitor	
in your geographic area, including	
and	and
honesonesonesonesonesonesonesonesonesones	

5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counter-intelligence program conducted under the Operating Directive of the ______LA area.

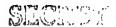
During your tour with CI/OC fitness reports on your per formance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above:

Joseph S. Piccolo

1 Sept) 8

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1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT

Letter of Instruction

Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

Operations Coordination Branch - General Missions and Goals

<u>CI/OC</u> is responsible for		the
	nd other U.S. agencies, and	
providing appropriate support	and guidance to such activi	ties.
It conducts	of Direct	orate
and manages ce		
CI operations. It	and the necessary	ap-
provals for the operational use	e of all	1.
and assists in the	of	
purposes. It contributes crit	<u>lques annually to EPDS on t</u>	he ·
progress of		d in
general monitors the	of C	
elements in accordance with the	pertinent protions of Exe	cutive
Order 12036.	•	

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Specific Duties

As an officer in the LANE Section, CI/OC, your duties are as follows.

> F2 PUPPET CL BY 057250

1. Develop and maintain close and effective working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and to provide guidance and support in the furtherance of those operations and activities.

2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing of items of CI significance to appropriate Branch and Staff officers.

3. To assist in the review and coordinatio	n, in .
conjunction with the central referent, of	
cases in your geographic area which are	
and other U.S. agencies; an	d to help
manage certain select, foreign CI cases.	
4. To monitor	
in your geographic area, including	up 10
and	and

5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counter-intelligence program conducted under the Operating Directive of the LA area.

During your tour with CI/OC fitness reports on your per formance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above;

Joseph S. Piccolo

1 Sept)8

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			FITNESS REPORT		\
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025658		Piccolo, J		8 Dec 35 M	GS-13 DAG
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X CARFER	BESTHAL	TEMPODARY	INITIAL X ANNUAL	PEASTIGNMINT	SPLCIAL
CONTRACT	SPECIAL	OTHER	1 Oct 76-30 Se	p 77 14. DATE REPURT	
SECTION B			QUALIFICATIONS UPDAT	'E	1
				S ATTACMED TO THIS REPORT, P THE WORD "NO" IN THE BOX A	
SECTION C	*	PE	REORMANCE EVALUATION	N	
U-Unsatisfactory	Performance is	unacceptable. A ru	ing in this category requires immed	ore and positive remedial action. The	s nature of the action
emmany and a part of the part	or proposed in	Section D.		on, is revolunment or to separation.	. 1
M-Morginal	taken or recom	mended should be a	lescribed,	rowing should be stated in Section D	and remedial actions
P-Proficient 5-Strong			results are being produced in the	marker expected.	}
0-Outstanding	Performance is	characterized by ex- sa exceptional in refe rant special recogni	nton to requirements of the work and	d in comparison to the performance of	of others doing similar
			SPECIFIC DUTIES		
	t duty. Consider	OHLY affectiveness in	performance of that duty. All emplo	Jetter which best describes the mainer types with supervisory responsibilities A	
SPECIFIC DUTY NO.	. 1			1	AATING LETTER
Operation	s office	r for		CI	
project.			-		S
SPECIFIC DUTY NO.	£	**************************************	* ************************************		. PATTEG
Casa offi	car for	CI/ERI nro	ject involving ex	tensive	LETTER
Case Office	trav		yeer involving ex	,	
PECIFIC DUTY NO.					RATING
Investigat	tion and		d	erived from Agency	LETTER
and/or	operat	ions.		,	S
				aktor agrava sumaga spipomina proprinci spipomina proprinci spipomina spipomina spipomina spipomina spipomina	
PECIFIC DUTY NO.			·		LETTER
Ad hoc ass		s; i.e. Cl		CI training o	. 0
	f	etc.	,		
PECIFIC DUTY NO.	8				RATING
*		•			
To surve a	is Acting	g Branch C	hief.		S
PEGIFIC DUTY NO.	•		and the second s		BATING LETTER
	The Strange of the Africa de Strange and the Africa	OVERALL PER	FORMANCE IN CURREN	POSITION	
				some many as parterments of specific	
adventity, conduct on	pob. comperented	ets, pertiaget person	mil whatten been stided in client to	stations or latents. Board on your bear expending to the statement which most	indge
inly rathers his lares of		, . 4 . 4 . 10 . 10 B B B 10 . 10 . 10 . 10 . 10			. 1 216
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CLASSIFICATION SECTION D ng in proper perspective their relationship to overall performance. State tragestions made for improvement of work performance. Give recommendations for training Comment on fareign language competence, if required for wrent pasition. Amplify or explain ratings given in Section C to provide best basis for determining future personnel extion. Manner of performance of transperial or supervisory duties and cust constitueness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If space is needed to complete Sertion D, attack a separate sheet of paper. Mr. Piccolo is an integral part of the Special Operations Branch which, in way of explanation, is charged with undertaking assigned by Chief, CI; it is also responsible for a variety of ad hoc requirements not normally found elsewhere in the DDO which require the and in rendering support to the in the fulfillment of these assorted tasks of the Branch has demonstrated discretion, tact, flexibility, open mindedness, operational knowhow and good common sense. He is viewed as a highly experienced, completely dependable officer, requiring a minimum of supervision. He does, however, know when to seek guidance and accepts it with good cheer. His approach to operational problems is based on a solid appreciation of what is required and is not afraid to express his views on a problem when necessary, but he will implement a decision once made. These attributes coupled with his fairness, single minded approach to his work and dedication, mark him as a professional in the true sense of the word. /Continued/ SECTION E CERTIFICATION AND COMMENTS 1. BY SUPERVISOR F THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION 15 OFFICIAL TITLE OF SUPERVISOR 1977 AC/CI/OG/SO 2. BY EMPLOYEE I HAVE OR HAVE NOT ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S Joseph S. Piccolo 25 OM 77 J. BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL

I have known Mr. Piccolo since early this year and have been much impressed by his professionalism, conscientiousness and capacity for just plain hard work. He has done everything that we have asked him to do quickly and well. His work both on the CI project mentioned by the rating officer and on several

has been consistently first-rate. He thinks well and he Based on his broad field experience, his language skill and his deep dedication to the Agency, he would appear to have considerable growth potential. He is one of our very best officers. I unhesi-

tatingly concur in the rating officer's letter grades and narrative comments.

2 6 001 13/7 Chief, CI Ops Group

TENTHERS TO ALT SE THEN

4. BY EMPLOYEE Joseph S. Piccolo

FITNESS REPORT October 1977 Joseph S. Piccolo

SECTION D	NABRATIVE	COMMENTS	-	/Continued/

In addressing the specific duties, Mr. Piccolo has
been engaged during the past year in the of
a which has resulted in
a of some
In the furtherance of this project he supervised, with an
even hand, one intelligence assistant. Mr. Piccolo has
been called upon to support CI activities requiring
in support of joint Agency and
objectives. He executed these assignments with a singular
degree of professionalism. Recently he organized and ran
a CI training course This required
the preparation of course material in and person-
ally delivering lectures in the language. The
Station described this effort as an outstanding contribution
to the current task ofinto an
efficient and effective counterintelligence organization.
efficient and effective counterintelligence organization. More recently, based on previous experience and partici-
efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI he has been designated
efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI he has been designated to head a CI team going to Finally.
efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI he has been designated to head a CI team going to Finally, during the period of this report, due to the absence of
efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI he has been designated to head a CI team going to Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting
efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI he has been designated to head a CI team going to Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing
efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI he has been designated to head a CI team going to Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing smoothly, efficiently and without change of pace. To sum
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efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI he has been designated to head a CI team going to Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing smoothly, efficiently and without change of pace. To sum up, Mr. Piccolo is in the opinion of this rater a solid first class officer whose judgment is totally dependable
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efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI he has been designated to head a CI team going to Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing smoothly, efficiently and without change of pace. To sum up, Mr. Piccolo is in the opinion of this rater a solid first class officer whose judgment is totally dependable

25 October 1977

MENORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counter-intelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

<u>General</u>

***************************************	*	•	
you are	. Working under the supervise responsible for the initiation tain counterintelligence operations.	ion, coordination	
CIAN			1 1 -1 074
CIA) 38	s well as any	1	which CIA
		n do this effective	
be expe	ected to develop and maintain	close working cont	act with
other co	components of this Agency as w	cell as officers of	other U.S.
acencie	es involved in counterintellig	rence	
akendire.	is intolved in counterinceitig	, check	
2	Thomash versual of wantings	a sabla amuffia am	.l. ashan
	Through perusal of pertinen	it caple trailic ar	aother
availab.	ble data you should keep abrea	ist on a continuing	basis of
the act	tivities, personnel and politi	cal factors affect	ing the
	as well as proble	ms which confront[
	and Agency		t is further
ONDOCTO	ed that you will contribute so		
- Apecee	in that you will continue so	and operational pr	have
	ipate actively in decisions re		
counter	rintelligence operations assig	ned to you. You w	ill also
be expec	ected to keep your immediate s	upervisor fully in	formed
of all E	major developments and proble	ms of an operation	al or
	trative nature.		



E2 IMPDET CL BY 061197

SECRET

3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

Duties

4. In fulfilling your responsibilities you will be expected to perform the following duties:

a.	Operations officer for CI project.	
ь,	Case officer for project and	_
c. from A	Investigation and exploitation of CI Agency and/or operations.	
d. CI tra	Ad hoc assignments; i.e. CI etc.	
e.	To serve as Acting Branch Chief.	

Chief, CI Staff Operations Group

I have read and understood the above.

SECRET

SECRET CLASSIFICATION

	FITNESS	Non-control of the second of t	o in the contraction of the cont		
SECTION A	GENERAL IN				Tá
025658 Piccolo,	Joseph S.		12/08/35	M GS-13	DQG
Operations Officer		16/10 & 50		home a row work .	
Operations Officer . ,	- PIXYCI/C		HQS	X Hos.	D.F
X CAREER FASSERVE TEMPOR	ARY INITIAL	X ANNUAL .	REASSIGNMENT	SPECIAL	,
CONTRACT SPECIAL OTHER	13. REPORTING 01/12/7	6 - 09/30/76		PORT DUE IN O.P	
SECTION B	QUALIFICATIO			*	
IF QUALIFICATIONS UPDATE FORM IS BEING WORD "YES" IN THE BOX TO THE RIGHT. IF	SUBMITTED WITH CHAI	NGES, AND IS ATTAC			
SECTION C	PERFORMANCE I	VALUATION		**************************************	
U-Uniatisfactory Performance is unocceptable could range from counseling or proposed in Section D. M-Marginal P-Profision P-Profision P-Profision P-Profision Performance is additional in staken or recommended should be performance in activated by the performance is consistent or performance in the performance is seezeptional Performance is seezeptional	. A rating in this category, to further training, to place ame aspects. The reasons for id be described. Desired results are being problematics.	requires immediate and ing on probation, to re- essigning this rating s oduced in the manner of	assignment or to sept hould be stated in Si expected.	pration. Describe oct	ion taken
work as to warrant special i			position to the perior		A Hunda
	SPECIFIC I	7011E3			
List up to six of the most important specific duties per performs EACN specific dury. Consider ONLY effective their ability to supervise undicate number of employe	eness in performance of that	od. Insert rating letter wi duty. All employees wit	hich bast describes the h supervisory responsi	manner in which emp bilities MUST be rate	oloyee ed an
SPECIFIC DUTY NO. 1	de describe Corres en experimental de la colonia esta de la colonia de l		:		RATING
· Conduct CI			1		S
To serve as acting branch ch	nief		; ;	-	RATING LETTER
PRECIFIC DUTY NO. B			,		RATING
To serve as operations offic	er for	CI pro	ject.		S
PECIFIC DUTY NO. 4			1	s 4	ATING LETTER
To case officer a CI project		***************************************			S
PECIFIC DUTY NO. 8	and the second s	**************************************	1		SATING
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PECIFIC DUTY NO. 6	adming desperature our names (procedure) seur de réale centre décesse de trades e ,	galant dannerer application to applicate the straight business of the s	nur de dreuwen - a glaverglavelgelende de finelle melleberendende en		DMITAL RATTS.
				- transporter - an	
OVERALI	PERFORMANCE IN	CURRENT POS	SITION		
ake into account owns thing about the employee who	sh suffuences his allectivances t paramet tracts or habits, as	in his turrent pashes is tourtured who strong be	t ge parametal ag a d pa e na bossad stagdet sp	specific during to be some bac stockes	DATIAL Hatta
f carplayers a secret perfections during the tetring poly reflects his level of aprily meters.		**************************************			S
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SELSSINGATION

SECTION D .	NARRATIVE CO	MM[NIS		
Indicate significant strongths or weakne	esses demanstrated in current position keeping	In purpose perspective their relationship to averall performance. State		
		training Comment on foreign language competence, if required for		
turrent position. Amplify or explain ratings given in Section C to provide best bases for distanmining future personnel action. Manner of performance of				
managerial or supervisory duties and road consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable the entre space is needed to complete Section D, attach a, separate sheet of people (*)				
Mr. Piccolo joined	the CL Staff at his init	lative and has served in several		
		These included positions as		
officer in the Area 0	perations Branch for six	months, operations officer in the		
Special Operations Br	anch for three months and	then acting chief of that branch for		
two months. Overall	he has performed his dutie	es in these positions with efficiency		
and thoroughness.				
		assigned to the Area Operations Branch,		
his duties consisted	of participation in CI 🗔	of two		
e.g.,	By way of explanation	i, u Cl is defined		
as an				
		•		
<u> </u>				
[
	The are	of operations		
officers and their fir	hal report may be 100 or m	ore pages in length. The report is		
addressed to the DDO a	and the Area Division Chic	f and gives them a detailed CI profile		
	•	(20, 21, 12, 12, 12, 12, 12, 12, 12, 12, 12		
•		(CONTINUED)		
SECTION E	CERTIFICATION AND CO	DAMENTS		
occnor c	1. BY SUPERVISOR			
MONTHS EMPLOYEE HAS SEEN	IP THIS REPORT HAS NOT BEEN SHOW!			
UNDER MY SUPERVISION				
DATE	OFFICIAL TITLE OF SUPERVISOR			
14 DEC 1975				
	DC/CI Staff Ops Group			
	2. BY EMPLOYE			
I HAVE OR HAVE NOT A	TTACHED A PATE	SIGNATURE OF SMPLOYEE		
STATEMENT CONCERNING THE SUPI		Charles to		
EVALUATION OF MY PERFORMANCE	•	Joseph S. Piccolo		
	J. BY REVIEWING O	HCIAL		
COMMENTS OF REVIEWING OFFICIAL				
I fully concur with	the comments of the supe	rvisor. I have been most pleased		
with the manner in whi	ch Mr. Piccolo has moved	in and taken over the management		
of his branch in the a	bsence of the branch chie	f who departed with little warning.		
Mr. Piccolo is a hard-	nosed, honest evaluator o	f CI problems. He has, however,		
the ability to manage	problems and people with	tact and professionalism.		
AVE	PPICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED PIAME AND BIGHATURE		
i i i i i i i i i i i i i i i i i i i		17-1-1		
1 () () ()				
CA	ief, CI Staff Ops Group	Lawrence M. Sternfield		
A.)	icf, CI Staff Ops Group 4. BY EMPLOYEE	Lawronce M. Sternfield		
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F (147.89) E +44.0 (147.5) They End	A. BY EMPLOYEE	Sidnature of sum over		
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FITNESS REPORT	Joseph S. Piccolo, Employee #025658
SECTION D - NARRATIVE COMMENTS (Continued)
	In both instances, however, aspect of the thoroughness and understanding and commented on the usefulness and dations. It should noted that these by management and were used widely in
Although Mr. Piccolo's field expansion area, he has a widely variation varying operational capacities	osure has been exclusively in the Latin ed operational background, having served
and outgoing, and in most instances	he is able to initiate very quickly a He is adaptable in outlook and qualities almost indispensible in an
Im sum, Mr. enthusiasm and a sense of responsible	Piccolo with lity, completed his written report case) promptly and accurately. He un-
in his management responsibilities if out of his people and in getting alcall of them. He has shown good CI messential to good CI work. His dedipunctuality in the morning and his pmost evenings. His production as op thorough for both of the projects fo nately, he experienced a period of i however, he returned to duty at the	resence in his office well after five erations officer has been steady and r which he has responsibility. Unfortulated the health following a hectic TDY; first opportunity and resumed his duties ently demonstrated by his participation over a period which he proved fully effective in
special mention in this fitness repo- It is fully accurate to say that the were much better written than were the describe an operational situation in	Piccolo's performance and one deserving rt is his ability with the written word.

 $S \mathrel{E} C \mathrel{R} E \mathrel{T}$

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15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT. : Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counter-intelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

General

1. Working under the supervision of the Chief, CI/you are responsible for the initiation, coordination and	OG/SO, support:
of certain	
To do this effectivel	
10 do this effectivel,	y you will
be expected to develop and maintain close working contact	t with
other components of this Agency as well as officers of o	ther U.S.
agencies involved in counterintelligence.	±
2. Through perusal of pertinent cable traffic and o	other
available data you should keep abreast on a continuing be	asis of 🗀
the activities, personnel and political factors affecting	z the
as well as problems which confront	
	is further
expected that you will contribute sound operational plant	
participate actively in decisions reached concerning thos	ie '
counterintelligence operations assigned to you. You will	also
be expected to keep your immediate supervisor fully infor	
of all makes levels mands and mobile of an energianal	med
of all major developments and problems of an operational	O L
administrative nature.	

E2 IMPDET CL BY 008885 3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

Duties

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
 - a. To carry out ad hoc operational requirements as may be assigned such as the
 - b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.
 - c. To serve as the Headquarters case officer for certain highly sensitive CI operations.

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Lawrence M. Sternfield Chief, CI Staff Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.

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SECTION C	NARRATIVE COMMEN	
suggestions made for improvement of current position. Amplify or explain set managerial or supervisory duties and s	work performance. Give recommendations for training inge given in Section 8 to provide best basis for di	per perspective their reformably to averall performance. State ig. Comment on foreign lenguage competence, it required for termining lature personned action. Manner of performance of juipment and funds, must be commented on, if applicable. If
which this Officer has just submitted the newly-establish this report combine LOI's which run frough 31 July 197 those to be reflect	ned MBO reporting system es Subject's duties as sp om 1 June 1974 to 30 May	sision. Station complishment Goals under and schedule. Consequently, ecified in two previous 1975 and from 1 June 1975 e therefore broader than being formulated as a
or substance associ meaningless. The existent and there support approved op	ated with these duties a target in some for t	here is so little content s to make a Letter Rating lis practically non- echnical operations to he duties are listed only
DUTY NO. 1		
and targe	r the operational program t, this officer handles highly proficient manner	agents and a
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	CERTICICATIONS AND CONS.	MENITÉ
SECTION D	CERTIFICATION AND COM	MENTS
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1.	BY EMPLOYEE Y THAT I HAVE SEEN SECTIONS A, B, A	
1.	BY EMPLOYEE	
1.	BY EMPLOYEE Y THAT I HAVE SEEN SECTIONS A, B, A	
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CTION C NARRATIVE CONSENTS	
He handles a agent This	
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until bett	er
coverage can be developed. The agent, whose	
is almost identical to that required for a	
also produces information on the through	his
Also handled under Puty No. 1 is a	of
- C	5
traditinally demonstrated a propensity for cooperation wi	th
the and/or in This paid	agent
produced intelligence reports with a	
over this period. This agent, directly, requires and receives close and alert guidance.	lie
has provided which the Case	8
Officer has followed up, accomplishing the full cycle of	
• • • • • • • • • • • • • • • • • • • •	
the and hopefully, int	to
Cite	
Acting upon a ERHATCHET-2, a	
this Officer also and	
a l	
Considering the paucity of leads available on the elu	ısive
but important of the	
Station), these are judged to be v	ery
significant achievements, attributable to this Officer's	
language fluency, sincerity, experience and style, which m	iakes
it all look easier than it really is.	
Subject has been criticized in his last two Fitness	
Reports for not	
It is important, therefore, to recognize hi	S
efforts and achievements new, as detailed above. He had n	ever
been a strong recruiter, but had always been an above-aver	age
agent handler who could extract more information and servi	ces

- 3 -

NARRATIVE	COMMENTS -	(Continued)
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•
from agents than most Case Officers. His
represent the Station's most promising propects against the
in the long history of It
is suggested that this Officer's contribution of only
(at the very end of his tour of duty) could well
be more meaningful and productive than the efforts of a
super-salesman whose later prove to be marginal
or useless.
DUTY NO. 2
Subject conducts Station with
contacts. His main job is the maintenance of the
an effort handicapped by considerations which
oblige him to take but never give, to cancel scheduled training,
and to maintain a Nevertheless, he does manage
to of interest on the and
targets, and the does provide him with
certain
Additionally, this Officer shares the task with the COS of
an even more difficult,
and less productive effort. Subject's warm and winning personal-
ity and extensive experience are key factors in his ability to
at all, which results in clear net
gain to the Organization.
*
DUTY NO. 3
Subject has done exceedingly well in theand
of ERLANK-1 for of
and have been submitted, and ERLANK-1
is responding to Subject's ERLANK-1
has agreed to a and this was accomplished very recently.
·
BUTY NO. 4
DUTY NO. 4

In this very small Station, the DCOS function is not a critical one, but when obliged to exercise his authority in this

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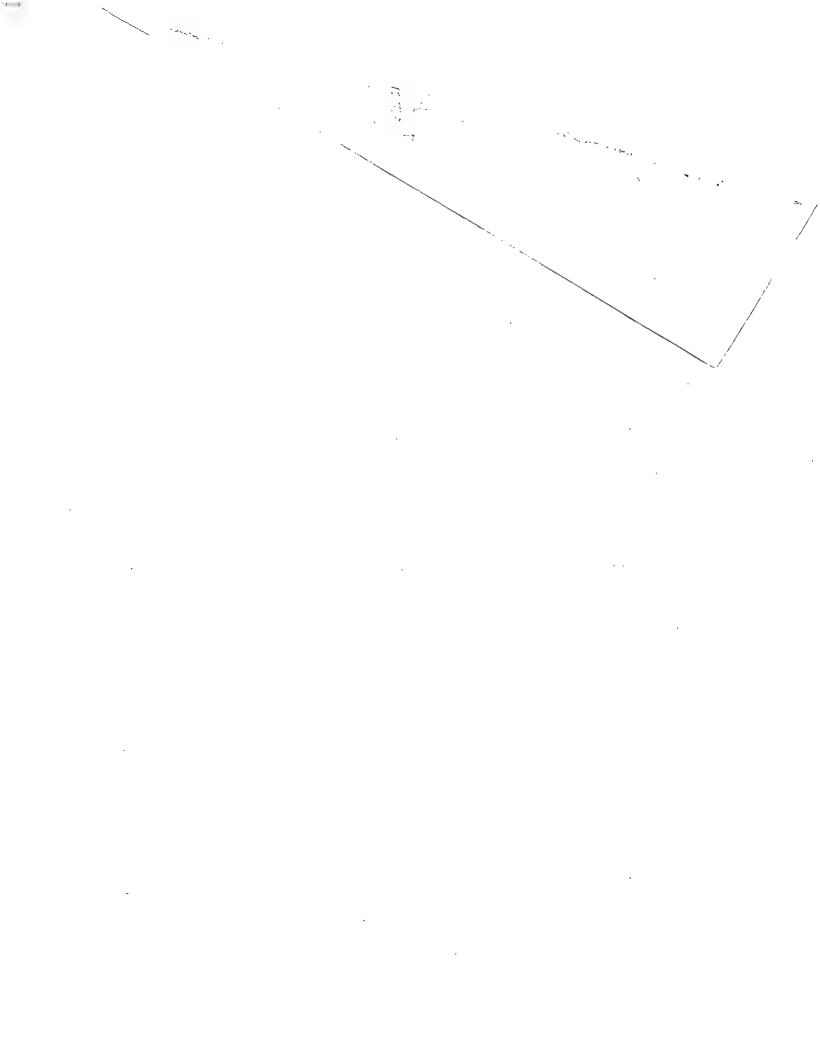
NARRATIVE COMMENTS (Continued)

function, Subject has done very well. More importantly, in his several stints as ACOS (during COS illness which required hospitalization and medical consultations out of country), Subject really shone in his perfermance. He was obliged to deal with the most difficult ever encountered by this rater, and represented and protected Station interests with skill and dignity.

Subject requires little supervision, by virtue of his thorough knowledge and extensive experience in practically every aspect of the mechanics of clandestine operations in Latin America. His avocation is "Administration", in the full sense of the word, and he administers his work load impeccably. The assignment just completed was his first command job, and he has acquired the additional managerial skills necessary for him to progress in his career. There is no question of his additional potential, and it is natural to envision him as a Deputy Chief of Station at a larger Latin American Station, or, better, as a Chief of Base in his next field assignment. He is above average in security and cost-consciousness. He is fluent not only in Spanish, but also in Portuguese, and more importantly, in human relations. He can establish rapport with people at all levels of society.

His personality is a pleasant one. He is low-keyed, soft-spoken, sincère and methodical and establishes natural excellent rapport with his co-workers, both subordinate and superior. While easy to get along with, he still knows how to effectively administer training, guidance, advice and discipline to his subordinates without alienating them. This rater has gotten on well with Subject. His experience, self-confidence and directness are such, however, that he might well he difficult to supervise if there were any kind of personality clash involved. In sum he knows what he is doing, and would be inclined to resent and testal advice of guidance which he might judge as unround. Bhile some wish consider the trait a shortcoming, this later considers it a strength, overall.

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- 5 -

NARRATIVE COMMENTS (Continued)

If forced to search for a deficiency in his performance
over the past fourteen months under my supervision, it would
be necessary to point to a weak showing in operational and
representational In the former category,
particularly, he could have spent more and
with and other
purposes. In his regular work hours, however,
which included some nights and weekends, he was more than
gainfully employed in the accomplishment of his assigned
duties. He is not a clock-watcher, but stays with the
and as well as with the paperwork until they
are completed.

This Officer is the victim of personnel requirements, which has resulted in an Organizational failure to challenge his talents and ingenuity. His re-assignment to the Cuban Operations Section next, for example, will be his fifth assignment in that area in 15 years. It is recommended that he obtain rotational experience in another geographical or functional area, to broaden him.



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SECTION A				NFORMATIO				12.	
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SECTION B			QUALIFICATI	ONS UPDAT	E		ingenium at a date of	والمعاولة في المالية المالية المالية المالية	
IF QUALIFICATIONS WORD YES IN THE	UPDATE FORM	IS BEING SUB RIGHT. IF NO C	MITTED WITH CI	HANGES, AND IS QUIRED, PLACE T	HE WORD "NO"	INIS RIPC	AI, PLA IA ROS	CE THE RIGHT.	
	eauld runge from or proposed in S	nacceptable A rat tounseling, to fur ection D.	ther training, to p	y tequites temedical	N ore and positive to the treassignment tating should be to	gr to sepa	ration. D	ekilbe as	tion taker
	taken or, recomme	inded should be d	fescribed.		•			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
5-5mmg	Performance is ch	aracterized by eac	results are being proficient proficient	y.1	·				
		exceptional in rela nt special recognit		the work and	in comparison to	the perform	unce of	others du	ng similar
			SPECIFIC	DUTIES					
ist up to six of the most vertorms EACH specific of heir ability to supervise BPECIFIC DUTY NO. 1	duty, Consider ON (indicate number	ILY offectiveness in	performance of the					151 be rat	PATING
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IPECIPIC DUTY NO. 8									PATING LETTER
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CLASSIFICATION

SECTION D		NARRATIVE COMM	NIS .
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DAYE	OFFICIAL TI	TLE OF SUPERVISOR .	TYPED OR PRINTED NAME AND SIGNATURE
20 January 1975	Chief	of Station	/s/
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STATEMENT CONCERNING THIS EV OF MY PRAFORMANCE	ALUATION	DATE	SIGNATURE OF EMPLOYEE
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05 February 75	DC/LA	Division	/s/ Raymond A. Warren
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POINT.	AD	DITIONALLY, HE	WAS BURDENED WITH TOO MU	CH AND
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AND THIS IS ATTRIBUTABLE TO UNFORTUNATE LACK OF NATURA APTITUDE ON PART OF THIS PARTICULAR AGENT. ADJUSTMENTS WILL SE MADE TO MAKE BETTER USE OF CASE OFFICER TIME.	
(2) AS STATION OFFICER, HE PERFORMS IN AN	
Management of the second of th	
EXTREMELY STRONG MANNER, USING HIS WINNING WAYS WITH	•
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CONTINUING BASIS, NET GAIN FOR OUR MISSION. THE	
THE OFFICER AND	t
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SCENE WITH VITAL INFORMATION CURRENTLY NOT AVAILABRE FROM ANY OTHER SOURCE, THIS ACTIVITY TAKES MUCH LATE HOUR EFFORT TO ENSURE GOOD OPERATIONAL SECURITY, WHICH SUBJECT PERFORMS FAITHFULLY TO HIGH STANDARDS AND WITH GOOD CHEEH.

- (3) DCOS AND OCCASIONAL ACOS, SUPERVISING CLERICAL.
- CONTRACT AND COMMUNICATORS, SUBJECT SHOWS MUCH
 STRENGTH AND POTENTIAL FOR INCREASED RESPONSIBILITY

IN THE FUTURE, MIS LOW KEY AND DELIBERATE SPEECH AND

BODY MOVEMENTS ARE MOST DECEPTIVE. HE IS. IN FACT,

PAGE 3 11575 S E C R E T

SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE

WITH SUBGRDINATES, AS ACOS HE DOES AN EXCELLENT JOB

OF DEALING WITH THE MOST DIFFICULT EVER

ENCOUNTERED BY THE RATER.

(4) IN THE SEVEN AND A HALF MONTHS IN HHICH THE OFFICER HAS BEEN UNDER MY SUPERVISION, HE HAS ALHAYS IMPRESSED HITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND HISSIGN OF A FIELD STATION. HE IS A "NATURAL" FIELD INTELLIGENCE OFFICER. HIGHLY FLEXIBLE. HARD WORKING

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5 6 C A E T

IN THAT HE KNOWS ALMOST EVERY ASPECT OF EACH FIELD

MINSELF IN THE PAST. HE HAS SERVED AS A FILE

STATION JUB, BY VIRTUE OF MAVING DONE THEM PROFESSIONALLY

CLERA, AN INTELLIGENCE ASSISTANT AND CASE OFFICER, NOW,

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AT THIRTY NINE YEARS OF AGE, HE STANDS IN MY OPINION, HEAD AND SHOULDERS ABOVE HIS GRADE PEERS IN EXPERIENCE, HATURITY, RELIABILITY, DEPENDABILITY AND UNFAILINGLY.

GOOD COMMON SENSE, HIS 17 YEARS OF SERVICE IN THE ORGANIZATION, 18 OF THEM ABROAD, HAVE RESULTED IN HIS FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOHLEDGE-ABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER.

HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE

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HIS COST -AND SECURITY-	CONSCIOUSNESS. KEEPS EXCELI	ENT .		
RECORDS, SPEAKS FLUENT	SPANISH AND IS A VALUABLE.	MEMBER	,	
OF THE TEAM.				
(5) THE RATER APPRECIA	TES THE ROCK-SOLID RELIABIL	.I TY		
OF THIS OFFICER, CONSI	DERS HIM TO BE AN IDEAL DEP	PU TY		
	HOULD GLADLY SERVE AGAIN WI			
	TIME. IN VIEW OF HIS PERFO			
	EPT OF STATION FUNCTION PLU			
CONTINUED POTENTIAL FO	R ADVANCEMENT, HE SHOULD BE	GIVEN		
SERIOUS CONSIDERATION	FOR ADVANCEMENT TO THE NEXT	GRADE,		
AT THE NEXT APPROPRIAT	E OPPORTUNITY.			
3. SUBJECT HAS SEEN AN	D SIGNED ABOVE ON 20 JANUAR	Y		
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5 February 1975

COMMENTS OF REVIEWING OFFICIAL:

Subject: Joseph S. Piccolo 6 June 1974 - 30 September 1974

I concur in the above assessment. As indicated above Mr. Piccolo is a quiet officer but at the same time solid and dependable.

Raymond A. Warren Deputy Chief Latin America Division

> E2 IMPDET CL BY 009560

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(The following is directly keyed to Subject's "Letter of Instructions")							
As ACOS he has demonstrated a thorough understanding of Agency policies and regulations. He works well with those he supervises and hes exhibited unusual patience while diligently instructing and correcting employees. During my absences, he has worked well with Senior members of the and has been accepted by Station personnel alike as a mature, sensible and experienced officer. As Officer for the Station, hehas done an excellent job of improving the effectiveness of the "Special Unit" by offerring his expertise, improving their physical working conditions and convincing them to expand their horizons. The unit							
appears to be respondition the future.	ng well to his leadership and	should prove more product	tive				
His handling of a obtaining what information		has resulted i					
as a tho	pporation is more that of a						
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contact with whom a goo	d working relationship must b		relationship				
does exist.							
He has made very l	ittle progress in operations	against the tar	get. Subject				
	n sources and has not develor	od any new prospects. (Cor	ntimed)				
	SECTION D CERTIFICATION AND COMMENTS						
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I CERTIF DATE 4 June 1974 2. MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION 8 OATE 4 June 1974 3. COMMENTS OF REVIEWING OFFICIAL This seems to way that I would, but is a mature and corroperations and admidevelopmental work be very inspiring of believed to be capated.	THAT I HAVE SEEN SECTIONS A, B, BIGNATURE OF EMPLOYEE /S/ JOSEPH PICCOLO BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO BE OFFICIAL TITLE OF SUPERVISOR COS BY REVIEWING OFFICIAL O be a fair report which rate ased on my understanding of injectent officer who does a finistrative tasks but has not at the lattice as the lattice of turning in a stronger pole	s Subject about the same in phere may no signed and Subject about the same is performance. Subject is performance in that area.	et B				

ENFLOYEE MINEER: 25658

Section C - Nammative Comments (Continued)

Subject's performance is strong	in handlin	g the present	sources
directed against the	target.	Specifically, he	has a thorough
understanding and knowledge of the		and	Subject
however, has not made an effort to d	evelop new	potential sources	10
In summation. it is clear that a knowledge to perform the tasks in an that interest him most, he does very not of sufficient value or interest,	well now;	g manner. Some of Others, that he h	these tasks, those as determined are
to improve is in his overall attitude			
a very small station can be a handice			
produce the little intelligence of in	nterest that	is available. S	ubject must spend
more of his free time among the			his contacts
contacts that could result in the de-	velopment an	d recruitment of	now sourced.

Subject is well liked and accepted by the American Community. He and his wife entertain well and his good command of the local language makes him a strong member on this very small team.

Subject keeps excellent records and has done much to improve the records management of the Station. He is careful with organizational funds and his bookeeping is consistently up to date.

CONPIDENTIAL

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FITNESS REPORT NOTE: Supervisor or Reviewing Official may assign a higher classifi if CONFIDENTIAL is not adequate for the report when completed.							
SE	CTION A.				G	ENERAL INFORMATION .	
1. 1	MPLOYEE NUM	BER 2.	HAME	(last, fiest, mi-	ddle)	3 DATE OF BIRTH 4 SEX S GR.	ADE 6 SD
	25658		Pic	colo, J	ose		13 D
	oricial rosii					B. OFF/DIV/BE OF ASSIGNMENT OF CURRENT STATION DDO/wh/5	
-21		YPE OF APPOIN	TMENT	r		II. TIPE OF REPORT	
-		CAREER	- -	1		REASSIGN-	
	CAREER	PROVISION	AL	BESERVE	1 1	NNVAL 21-MONTH 30-MONTH MENT X	SPECIAL
	CONTRACT	SPECIAL		TEMPORARY		ug 72 - 12 July 73	
	TION B					DRMANCE EVALUATION	
0 1	Insatisfactory	cauld range	from a	toursaling, to f	ating i	n this category requires immediate and positive remedial action. The nature training, to placing on probation, to reassignment or to separation. Describe	of the action oction
3 M-1	Aarginal	er proposed Performance			aspects	The reasons for assigning this rating should be stated in Section C and ren	sedial actions
	roficient	taken or ret	9mmen	ded should be	descrit		
	rong			racterized by e		- ·	
09	Pulstanding			rceptional in re special recogn		to requirements of the work and in comparison to the performance of others	doing similar
						SPECIFIC DUTIES	
List w	n to six of the s	nost important e	oosilis i	duties performe	d durin	g the rating period. Insert rating letter which best describes the manner in which	mplayee
perfo	rms EACH speci		or-OHL	I affectiveness	in perf.	ormance of that duty. All employees with supervisory responsibilities MUST be	
	IFIC DUTY, N		* *************************************				RATING LETTER
A	s Deput	y Chiof	of	Base, s	shar	ing in supervision of the whole Base	S
						of) and serving as acting	
BPEC	IFIC DUTY N	D. A					CHITAR
2	erving					officer for the Base and as KA matters for other Bases and	
S	tation.			· · · · · · · · · · · · · · · · · · ·	.200		0
PEC	IFIC DUTY NO). B				Alle and afficient appropriate Angeles	BATING LETTER
		g inform nd other				o the case officers concerning opera-	0
•	.011.62			, accord	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
	IFIC DUTY NO						BATING LETTER
	nd d	ent of r		new ass			P
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	FIC DUTY NO				.gr, eng	and the property of the state o	BATING
0	peratio	nal and	int	elligon	CO	reporting and correspondence.	8
PEC	FIC OUTY NO	. 9			*************	an department of the state of t	Batteg
						•	
e estri-			_ Q,	VERALL PE	RFOR	RMANCE IN CURRENT POSITION	
						the effectiveness in his correct presents and an appropriate of specific distance.	8 a 7 170-di
						pila et kubila ond prothevior tisktuhans at tistants. Bound en seus krestelek [†] The latter in the colony bus varresponding to the photoment which theef exity _{må}	
C ₁ dBpd	- white of the parties -	4 50-17-2-4-4				71	0 , 10
ding.	4 %					, , , , , , , , , , , , , , , , , , , ,	1/4/ .

SECTION C	NARRATIVE COMME	YTS					
Indicate significant strengths or weeknesses demonstrated in current position beging in proper perspective their relationship to everall performance. State suggestions made for improvement of work performance, Give recommendations for training Comment on foreign language competence, it required for triving position, Amplify or explain ratings given in Section B to provide best state for determining future personnel when Manner of performance of managerial at supervisory duties and cost consciousness in the use of cersainel, space, equipment and funds, must be commented on, if applicable, if estra space is needed to complete Section C, attach a separate sheet of paper.							
Subject is an exceptionally responsible and mature officer who also combines with these virtues outstanding ability in the fine tuning, analysis and direction of highly complex human cases. During the period under review he handled a most complex and delicate and of a ALSOBER							
with CKPOLAR ramifications with a substantial degree of success. He has also served, in his capacity as deputy base chief, as counsellor and provider of guidance to case officers concerning virtually all							
-difficult agent ca have consistently important but obsc is extremely sound	of the Base's operations and particularly the more complex and difficult agent cases. His unusually keen intuition and perceptiveness have consistently helped the Base to avoid pitfalls and recognize important but obscure operational factors. His operational judgement is extremely sound.						
During the period under review Subject has had an opportunity to demonstrate his ability as a supervisor and the results have been impressive. He is naturally careful and thoughtful as well as objective in his dealings with people and he adds clements of							
sensibility and sympathy as well which enable him to get good responses and inspire confidence. Case officers and other personnel tend to gravitate to him naturally seeking help and guidance and							
excellent leadersh	he gives of himself generously in these situations. He has shown excellent leadership potential also during the occasions on which he has taken over as acting base chief and has not been afraid to take						
SECTION D	CERTIFICATION AND COM	MENTS					
1.	BY EMPLOYEE						
I CERTIF	Y THAT I HAVE SEEN SECTIONS A, B, .	AND C OF THIS REFORT					
DATE	SIGNATURE OF EMPLOYEE						
9 July 73	/s/ Joseph Piccolo	1					
2.	BY SUPERVISOR						
MONTHS EMPLOYEE HAS GEEN UNDER MY SUPERVISION	if this report has not seen bhown to	EMPLOYEE, GIVE EXPLANATION					
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED CR PRINTED NAME AND SIGNATURE					
) July 73	Chief of Base	/s/					
3. Salainintana ja ja sa salain saja saranna kananna kananna kananna kananna kananna kananna kananna kananna kana	BY REVIEWING OFFICIAL						
ance of this fine of	nis excellent rating in a officer has been superior	all respects. The perform-					
at the Base. He is a strong considerate supervisor with potential for growth. The failure to get out during the past year (I am not familiar with previous experience) can be							
partly attributed to immersion in the complex, time consuming surfacing/disposal case, but must also be attributed partly to his personality (or at least his mood at that stage of his tour). Subject							
is purhaps more com handling going agen	fortable, or seemed to b	oo during the rating period, which he does superbly,					
9 July 73	Deficiál title of nemiemina deficiál	(continued)					
•							

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new initiatives during these occasions, after due thought and consultation, if he thought they were warranted. And he has been

an excellent judge of men (and women) and their quality. In
LNFALL, its various LNBUZZ agencies and
he has and image well while
seeking fair and practical answers and solutions. He has a good sens
of economy in monetary as well as other affairs. As he becomes
more senior and more exclusively a supervisor and executive he should
become more and more effective.
Subject is an excellent operational manager and agent
handler who gots the best out of his assets. He is probably not
so strong as an operational starter and developer and this appears
to be due in part to an instinct to avoid exposure and eschow the
glad hand. On the other hand, he has undertaken rather
difficult operations starting from scratch during
the past six months and has at least proven that he can do this kind
of work when it is necessary. In both these cases he may have
tried to move too fast in order to reach before
his departure but this is understandable. His written work is
well conceived and conscientious and perhaps even somewhat above
average for case officers of his grade and experience. Like most
BKHERALD officers, however, he does not take sufficient pains to
achieve simple, clear, forceful expression with the result that,
while his best efforts are effective his second best is apt to
result in lack of organization and clarity. He should work on this -
a suggestion might be that he practice avoiding metaphors and
adopt a straight declarative sontence style.

In conclusion, Subject's performance has been first class in the most important respects and his relatively minor weaknesses are not incurable. He should have an excellent future as a senior case officer and supervisor, particularly if he attacks and cures these weaknesses. His overall performance in his present tour has been very strong indeed.

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FITNESS REPORT CONTINUATION SHEET

Section D - 3

Comments by Reviewing Official

plotting operational strategy (another very strong point),
advising less experienced officers (he demonstrated considerable
talent here) than he is. Subject clearly
has the brains, the poise, the empathy and the all-around appeal
to do so. There is no doubt about his being able to devise and
He did not, however,
get to the "critical" point during this past year and he understood
the priority which Division and Station management was attaching
to Subject more than earned the promotion to
GS-13 recently accorded. In my judgment he should be given the
opportunity to move quickly to the next higher grade. In many
aspects of the Base/Station mission he has already demonstrated
to my satisfaction that he has the ability to become a valued
senior officer of our organization. At an appropriate point he
should be a candidate for senior school training.

CONFIDENTIAL

FITNESS REPORT	FIAL HUMBER
SECTION A GENERAL	
	30
Piccolo, Joseph S. 8 Doc 35 M G9-12	D
Operations Officer DDP/WH/5	ATION
Operations Officer DDP/WH/5 10. CHECK (X) TYPE OF REPORT	<u>·</u>
	MENT SUPERVISOR
	HMENT EMPLOYEE
. (SPECIAL (Specify):	
11. DATE REPORT DUE IN O.P 12. REPORTING PERIOD (Frame for)	
1 August 1971 - 31 July 19 SECTION B PERFORMANCE EVALUATION	972
U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The naccould range from counseling, to further training, to placing on probation, to reassignment or to separation. Details proposed in Section C.	
M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and taken or recommended should be described.	i remedial actions
P-Proficient Performance is satisfactory. Desired results are being produced in the manner espected.	
S-Strong Performance is characterized by exceptional proficiency.	
O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of of work as to warrant special recognition.	hers doing similar
SPECIFIC DUTIES	
manner in which employee performs EACH specific diey. Consider ONLY affectiveness in performance of that dury with supervisory responsibilities MUST be rated on their ability to supervise (indicate number at amplayees supervise Contract.) Senior FI officer with supervisory responsibilities over case officers.	RATING LETTER S
Station officer with coordinating responsibilities over State and Base activities and functions against and related targets.	
PECIFIC DUTY NO. 3	RATING
Case officer for sensitive, complex,	
of various targets.	5
PECIFIC DUTY NO. 4	NATING LETTER
PECIFIC DUTY NO. 8	RATING
231312	MATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION	
OAEMWET LENLOWWANCE IN CORRENT LOSITION /-	
the time decount everything about the employee which influences his elfectiveness in his curear position such as	MATING LETTER

SECRET

Bertened by OP/SPD/IPB

SECTION C	NARRATIVE COMMENTS
overall performance. State sugge on foreign language competence, basis for determining future pees in the use of personnel, space, e Section C, attach a separate shed	
and will undoubted undor the new staff his operational savisory functions how handles case officer) who as well in past fitness recapability for lighthorough knowledge	nues to be one of the strongest officers in the Base lly be a solid live tacker and pumber officer fing pattern. Rise judgment is considered and sound, vvy, experience and talent invaluable. His superave changed somewhat since last evaluation, and he officers (rather than and in turn handle a variety of operations including as and somewhat supervisor with a hing fires under his charges when necessary. His and understanding of the ALSOBER and ALPALOOKA him the respect of all his colleagues.
over the past year side and he should direction in order not be easy because serious and complethe demands of his	of us, he is not perfect, of course. His performance has been less stream on the operational development shift some of the emphasis of his efforts in this to achieve a better balanced performance. This will at present he is unavoidably saddled with some coperational problems (not of his own making) and supervision are heavy. However, he is capable important putting out the necessary effort and we have
	(CONTINUED)
SECTION D	CERTIFICATION AND COMMENTS
1.	BY EWICHEE
DATE	RTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT ISIGNATURE OF EMPLOYEE
2 Aug 1972	/s/ Joseph S. Piccolo
2.	BY SUPERVIOR
MONTHS EMPLOYEE HAS BEEN	IP THIS REPORT HAS NOT SEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION	
13	•
DATE	OFFICIAL TITLE OF SUPERCONE . TYPED OR PRINTED NAME AND SIGNATURE
2 Aug 1972	Chief of Base /s/
`	BY REVIEWING CAFICIAL
very corobral, expe- business, linguistic handling and exploi during the reporting decision to keep a the particularly	Strong is deserved. This is a really fine officer, rienced and skilled in the basic craft of our cally talented, toughminded and agressive in agent tation. His lack ofactivity g period reflects to some degree a deliberateanddue toThis
still applies to son	
	no degree but we all now agree that during the
remaining months of	his tour an effort can be made to exploit this
remaining months of officer's consideral	his tour an effort can be made to exploit this ple tulents in the crucial area of creating new
remaining months of officer's consideral assets. I strongly	his tour an effort can be made to exploit this ple talents in the crucial area of creating new endorse the recommendation for promotion.
remaining months of officer's consideral assets. I strongly	his tour an effort can be made to exploit this ple tulents in the crucial area of creating new

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SECTION C - NARFATIVE COMMENTS CONTINUED

no serious doubts that he will do this.

Subject was denied a promotion on the previous round, which represents, in our opinion a lack of recognition of his fine performance and potential. He deserves a promotion and his proper career development demands one.

	[7][7] 	<u></u>	Machine Man Abrianchia	The Train of a continuing market by a party	**************************************	EMPLOYER SERIAL	MUMBIR
		FITNESS REPORT	r			025658	
SECTION A		تنازيد و والأن على منظورت الإماريين منسونات والتناس التناس	GENERA				
1. NAME		(First) (Middle		ATE OF BIRTH	3. 5E %	4. UNAUB 5. 30	
PICC	olo, Josep	<u>n 5</u>		Dec_35		GS-12 D	
	ations Off	lean	1	P/WH/5	# 331 G NI #F, 19 T	S. CONNENT STATIO	N
* CHECK IN TYPE	and the state of t	8.		HECK (X) TYPE	OF HE PORT		
X CARER	HESERVE	TEMPORARY		INITIAL		REASSIGNMEN	TSUPFRYIS
CAREBHIPHO	VISIONAL (See Insir	etions - Section (')	X	ANNUAL		REASSIGNMEN	FEMPLOY
SPECIAL ISPE	·Ify):		X	SPECIAL (Spe	cifr). Pro	omotion	
II. DATE REPORT D	UE IN O.P.		1	EPORTING PER	•		
		desired the second of the seco			1971 - 3	November 1	971
ECTION B				ALUATION	•		
C		ptoble. A toping in this co seling, to further training C.					
•	sken or recommended				•	I in Section C and reme	dial actions
		ory. Desired results are b		in the manner ex	pected.		
-		trized by exceptional pro					
O-Outstanding P	ertarmance is so excep ork as to warrant spec	itional in relation to requi	rements of the	work and in com	parison to the	performance of others d	oing similar
		ŠPE	CIFIC DU	TIES			
junior offi	cer and	h suporvisor ago th coordinat	nt.				BATHA
and Base ac	tivities a ted target	nd	INK 100	ponazozz	<u> </u>	against	S
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Case office:		sensitive				· ·	1 .
	of various	18	ta	rgets.			8
ECIPIC DUTY NO. 4							HATING LETTER
	•						
ECIFIC DUTY NO. B			Market Market Market Market Market Market Market Market Market Market Market Market Market Market Market Market	,			MATING LETTER
			•	•			
SCIFIC DUTY NO. 8	neuropamentos sentense opere de internetorno	rengitarirai-tuur tuunnagu-runnun myssyttäytetyiseytyystystääne		tarin alaka alaka alaka alaka alaka alaka alaka alaka alaka alaka alaka alaka alaka alaka alaka alaka alaka al	nandamanin'i ana kaominina dia dia dia dia dia dia dia dia dia di		BATITES LETTES
					211	CY CY	
	٥٧	ERALL PERFORM	ANCE IN C	URRENT PO	SITION	1	
manie al apacific	duties, preductive	maloyee which infine		stt, pertinent	personal tra	its or habits, and	BATING LETTER
		on your knewledge of oudling to the statemen			fiorts bis le		S

SEÇRET

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND COP THIS REPORT OATE 3 Nov 1971 BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN OPPICIAL TITLE OF SUPERVISOR OVER WITH SUPERVISION Chief of Base BY REVIEWING OFFICIAL The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKIANCE, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his overall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.	,		
Subject is under grade for his performance, experience and appreciated by all his colleagues and especially by this supervision. Subject is performance and supervision and the subject is experienced by all his case where the supervision are supervision. How V 3 03 MT 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	SECTION C	HARRATIVE COMMEN	75
SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND COP THIS REPORT A Nov 1971 SIGNATURE OF EMPLOYEE BY SUPERVISOR SOUNDER MY SUPERVISION ONDER MY SUPERVISION A Nov 1971 Chief of Base The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCE, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his everall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.	Indicate significant strengths or overall performance. State sugges on foreign language competence, basis for determining future personnel, space, e Section C, attach a separate sheet Subject is pe case officer we has sensitive standards are dema and is a prodigiou reporting. His poby conscientious not and firmness. Ile complex and obscure theoretical problet than of intellect. colleagues and espects	residence in correct positions in the state of the state	cheoping in proper perspective their relationship to onte. Give recommendations for training. Comment replain rotings given in Section B to provide best grant or appreciatory duties and cost consciousness trapplicable. Hentre space is needed to complete the handling of intricate, highest professional heavy work load lightly prational and information has been characterized 1, perceptiveness, fairness al situations, however with philosophical or more a matter of inclination, and appreciated by all his r.
SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SCEN SECTIONS A, B, AND COP THIS REPORT 3 Nov 1971 BY SUPERVISOR SY SUPERVISOR OPPICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE 3 Nov 1971 Chief of Base BY REVIEWING OFFICIAL The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCE, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his everall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.	responsibilities.	He is of all the Base of	ficers most deserving of
SECTION D CERTIFICATION AND COMMENTS I CERTIFY THAT I HAVE SCEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYER /B / JOSEPH S. PICCOLO BY SUPERVISOR WONTHS EMPLOYEE HAS BEEN /P THIS REPORT MAS NOT GEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION WHOSEN MY SUPERVISION OFFICIAL TITLE OF SUPERVISOR /B /B / SY REVIEWING OFFICIAL The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCK, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his everall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.		parate recommendation to	this effect is being
I CERTIFY THAT I MAYE SEEN SECTIONS A, B, AND COP THIS REPORT ONTE 3 NOV 1971 BY SUPERVISOR WONTHS EMPLOYEE HAS BEEN IF THIS REPORT HAD NOT GEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION PATE 3 NOV 1971 Chief of Base SY REVIEWING OFFICIAL The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCE, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his overall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.	forwarded.		•
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C-O-N-F-I-D-E-N-T-I-A-L

THAINING REPORT

Weapons Training/Defensive Drivi	ng Course No. \2/72
TRAINEE: Piccolo, Joseph 8.	OFFICE: WH
FURPOSE AND SCOPE OF COURSE:	
The course provides basic pr	roficiency training in the use of
weapons for self-defense and in t	the techniques of defensive driving
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	· · · · · · · · · · · · · · · · · · ·
MITTHIN CAID NOADS	t
CHIEVENENT RECORD:	
This is to certify that Mr.	Piccolo has satisfactorily
completed the prescribed course o	f instruction.
	· · · · · · · · · · · · · · · · · · ·
OR THE DIRECTOR OF TRAINING:	
OR THE DIRECTOR OF TRAINING:	
	Chief, Special Activities Branch

Date

C-O-N-P-I-D-E-N-T-I-A-L

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11. DATE REPORT	OUE I	N O.P.,			12. R	PORTING PER	IOD (From- I	0-)			
					23	June 19	70 - 31	. De	cemi	per l	970
SECTION B				PERFORMANC	E EVA	LUATION					
U-Unsatisfactory	could	mance is unacce tange from cour posed in Section	iseling, f	A rating in this category a further training, to pla	fequire cing on	s immediate and probalion, to rec	positive remediate	dial ac to sepa	tion. The oration.	e nature of Describe a	the action when taken
M-Marginal	Perfor taken	mance is deficier or recommended	nos ni tr I bluods	e aspects. The reasons fa se described.	e ossign	ing this rating sh	ould be stated	d in Se	ction C	and teme	dial actions
P-Proficient				ired results are being pro		in the monner exp	pected.				
S-Strong				y exceptional proficiency			.,				
O-Outstanding	Performant a	mance is so excepts to warrant spec	ptional in				parison to the	perfor	mance o	f others do	oing similar
·				SPECIFI	C DU	TIES					a
manner in which e	mploye	e performs EA	CH spe	uties performed durin cific duty. Consider ed on their ability to	ONLY	effectiveness	in performa	nca of	that d	luty. All	
SPECIFIC DUTY NO	o. 1	······································					one to the late of	····		<u></u>	RATING
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part-time	bas	ls, and		staf	fer	•					S
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SECRET

Reviewed by Ottomo, PPB

SECTION	ON C .	HARRATIVE COMMENT	\$
overall on lossi basis la	performance. State sugge lyn fanyuage competence, or determining future perso ise of personnel, space, ec C, attach a separate shee	stions made for improvement of work performan it required for current position. Amplify or exp innel action. Manner of performance of manage <u>wisment and funds, must be committed on, if</u> it of papers but were an all the committed on, if	teeping in proper perspective, their relationship to ice. Give recommendations for training. Comment plain ratings given in Section B to provide besterial or supervisory duties and cost consciousness applicable. If extra space is needed to complete
	Subject gets	an "S" across the board fo	r a solid performance.
ment juni soli	s over the past or position to d performance of	t ton years. During this his present grade and res	ject on a number of assign- time he has risen from a very ponsibility due to steady, s; i.e. he gets out into the
	Only a few day	s before this report Subj	ect was on-the-scene super-
	r of a sportence	:e(:	In such opera- PBRUMEN) has been evident.
overs	Subject is a g	includ	including one on his first ingof considerable
fully uses	y been moved in	the Station's moderately	Subject
	His handling o	f money and records and ma	aterials is impeccable.
	Both Subject a	nd his wife mix well with	their colleagues, and
SECTIO		CERTIFICATION AND COMME	
1.		BY EMPLOYEE	
) I CE	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT
DATE		SIGNATURE OF EMPLOYEE	
19	Jan. 1971	/s/ Joseph S. Piccolo	
2.		BY SUPERVISOR	h
UNDER M	EMPLOYEE HAS BEEN Y SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EM	PLOYEE, GIVE EXPLANATION
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12	Jan. 1971	cos	
3.	Juli, IDIA	BY REVIEWING OFFICIAL	
C OMME N T	like to cite f	vith the evaluating office: or emphasis the high degreerizes Subject's attitude of	ee of professionalism
20	Jan. 1971	DCOS	TYPED ON PRINTED NAME AND SIGNATURE
		SECRET	La company de la
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FITNESS REPORT - HOWARD A. TRECKLER

SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks well after only a few months in

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

Revened to Op Spp ppg

	P. Commercial Commerci	AGE TRSEURE EPORT	Proticiency Level		
Date of Report	1 30	fore and After Training			
19 May 1970			melana l Cetter		
Student Name:		[Gff ices	• 17404100 14-		
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PICCOLO, JOS	EFR 5.	All	Finstructors Estimate vice-		
Courses		Inclusive Dates			
	FULL-TIME	01/05/70-04/23/70	Scheduled Arm Actual 202		
	rom-Tine	01/07/10-04/23/10	Absences 74		
		THANG A 185 AND EVALUATE			
a foreign langu aural comprehen and accuracy we Cultural matter	rage in a skill are sion and reading the given equal in a were covered or	nd at the level set by comprehension, as required moortance in training and incidentally.	de the student with a command of the sponsoring office. Speaking, ; ired, were emphasized. Fluency and in evaluation of the student.		
(2) regularly a sive achievemen achievement in in training, ac and upon motiva	dministered oral texamination. I the course and is hievement potentition. This ratio ted separately on	and written achievement The achievement rating is s conditioned by the ler iel hased upon his or he ing should not be confuse a Form 1273, Certification	t tests; (3) a final comprehen- reflects only performance and agth of time the student spent er aptitude for language study ed with the Proficiency Rating lon of Language Proficiency.		
		SEESS IN ACH EVING COURS			
			ory, marginal, satisfactory, sed standards for such training).		
Speakia		fural Comprehension	, Feating Comprehension		
ABOVE AVE	AGE :	ABOVE AVERAGE	ABOVE AVERAGE		
		PERFORMANCE FVALUATIO	* · p		
well in a training i He di Well in el of Spanish his abilit His m language whad a tend aware of h	n the language. d especially well iminating any int , the student's a y to speak. astery of the cor as generally limi ency to get lost is mistakes and v . He always respress in grassar p	other students, all of l in promunciation and terference from Spanish ability to read and und urse material was very ited to short sentences in mistakes of syntax. would correct them hims ponded well to correcti	soon succeeded unusually . Because of his knowledge erstand is greater than good. His oral use of the . In longer sentences he . He was almost always elf, at the completion of on. e 1) use of the subjunctive		
The a 2) a tender	ncy to overlook, for additional o	or sidestep, idiomatic	expressions 3) failure to		

use the preposition with certain verbs requiring the use of a preposition with dependent infinitives.

In my judgment, the student already has the ability to use the language effectively in basic, every-day situations. After a matter of months in the foreign environment he should be able to function effectively in all jobrelated situations. Because he was extremely diligent and conscientious, he would be an excellent candidate for further language training.

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		FITN	ESS REPO	or.			FMPLOYE	E SERIAL	NUMBER
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ECTION B			PERFO	RMANCE	EVALUATION		78		
I-Unsatisfactory	could range from the proposed in	om counseling, Section C.	to further traini	ing, to place	equires anmediate and ing on probation, to re	ossignment or	to separation.	. Describe d	etion fabi
M-Marginal	Performance is taken or recom	deficient in so: mended should	ne aspects. The be described.	teasons for	antegring this sating s	hould be state	ed in Section (C and reme	dial actio
-Proficient	Performance is	satisfactory. D	esired results are	e being provi	fosed in the monner ex	pested,			
-Strong	Performance is	characterized	by exceptional p	proficiency.					
Outstanding	Performance is work as to warr			quirements o	ons ni bne from sett to	parison to the	performance	of others d	ping sımıl
			\$	PECIFIC	DUTIES				
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SECTION C	NARRATIVE COA	MENTS
or foreign language competen basis for determining future o	iggestions made for improvement of wark p ce, it required for current position. Ampli ersonnel action. Mannet of performance of E. equipment and funds, must be communic	sition keeping in proper perspective their relationship to reformance. Give recommendations for training. Comment by ar explain ratings given in Section B to provide best managerial or supervisory duties and cost consciousness Jun. if applicable. If extra space is needed to complete
Subject gets	an "S" across the boar	d for a solid performance.
ments over the particular position to solid performance atreet to practic	est ten years. During to his present grade and coriented towards operate what he has learned.	Subject on a number of assign- his time he has risen from a very responsibility due to steady, tions; i.e. he gets out into the Subject was on-the-scene super-
visor of a	ays belote this report	In such opera-
tions his experie	nce against a	(PBRULEN) has been evident.
overseas tour, an	Ho makes them all	
supervision o fully been moved	f the Station's	has success- Subject
assignments).		and handles Station JMROD
Both Subject	and his wife mix well w	rith their colleagues, and
SECTION D	CERTIFICATION AND C	
	BY EMPLOYEE	
)ATE	CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT
19 Jan. 1971		10
. IS Jan. 1971	/a/ Joseph S. Picco	
NORTHS EMPLOYEE HAS DEEN NOER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	
ATE	OFFICIAL TITLE OF SUPERVISOR	TIPED OR PRINTED NAME AND SIGNATURE
12 Jan. 1971	COS	
	BY REVIEWING OFFIC	IAL.
like to cite	with the evaluating of	ficer's comments and would degree of professionalism use and performance.
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FITNESS REPORT - HOWARD A. TRECKLER

SECTION C (CONT'D)

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It is requested that Subject's name be placed on the list of officers being considered for promotion.

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FITNESS REPORT							025658	
SECTION A								
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Piccolo.	Piccolo, Joseph S. 12/08/35 M GS-12 I							
S. OFFICIAL POS	,						. CURRENT STATIO	•
Ops Offic					PZWIL/COX		<u> Headquart</u>	crs
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9 AND 148				+^	SPECIAL (Spe	e Hrs:		
II. DATE REPORT	The state of the s			11. A	EPORTING PER		10-)	
January 19	970			1.5	January	1969	- 31 Decembe	r 1969
SECTION B	The state of the s		PERFORMANC					EA_E
U-Unsatulactory	evuld range from ec or proposed in Secti	unseling, fo on C	a further framing, to pl	ocing on	probation, to re	ossignment or	dial action. The nature of to separation. Describe of	ection taken
M-Marginal	Performance is deficient to be a series of the commender			or assign	ing this rating s	hould be state	d in Section C and reme	dial actions
P-Proficient			ired results are being pi		in the manner ex	pected.		
S-Strong			y exceptional proficienc					_
O-Outstanding	Performance is so exc work as to warrant sp	eptional in recial reco	inition.			parasa to the	performance of others d	oius e mir las
			SPECIFI	C DU	TIES			
nanner in which e	mployee performs E	ACH spec	cilie duly. Consider	ONLY	effectiveness	in performa	letter which best de nce of that duty. All playees supervised).	employees
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			onds with t			111118	152.00	, "
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2. Is He	adquarters	caso	officer han	dlin	g sovera	1		LE STER
3. Mainta	ins liaiso	n wit	h Office of	Com	municati	ons, T	5D, Security	1 1
			Headquarto					8
PECIFIC GUTY NO							in Calib	BATING
	ins liaiso sentative o	percentage	h the		and w	ith the	DEST	p
PECIFIC DUTY NO	, 4		N. a. Diamina		d Aba DD	n		BATING LRT*##
5. Prepar			the Division	n an	d tue bb	P CONCE		b
***************************************	COLIGC	t ton a	ACCIVICION,				CN2	"
SCIFIC OUT I NO.	•							## 1·4·0
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SECTION C	NARRATIVE COMMENTS	\$
on foreign language competence, it basis for determining future person in the very of personnel, space, ear Section C, utach a separate whee the clackwhere. The writing of Subject In what follows, the supervisor and the	stions made for improvement of work performan if required for current position. Amplify of exp nnel action. <u>Mangar of performance of manage</u> <u>wipment and lunds, must be commented on, c</u> t.	s tempdigrily assigned Prom"Immediate super- nly since October 1969, opinion between the ot specifically at-
ing and has rebeyond his conto support sunth that The the reporting Subject's parecontrol over case, it is to	is an experienced officer is by definition differently become more so own ntrol. Despite this situst cessfully the most product the Agency has. of a major period was due not to any to but rather to a general the operation from its inco Subject's credit that he	during ficiency on lack of Agency coption. In any o wrote a candid
and thorough	report	on the case (Writer).
SECTION D	CERTIFICATION AND COMME	NTS
1.	BY EMPLOYEE	4 •
I CE	RTIFY THAT I HAVE SEEN SECTIONS A. B. AND	C OF THIS REPORT
30 Jan 1970	SIGNATORE OF EMPLOYEE	Pinks
MONTHS PMPLOYER HAS BEEN	BY SUPERVISOR	PLOYEE, GIJE EXPLANATION
Pls sew above		
UATE	OPPICIAL TITLE OF SUPERVISOR	
30 ha and 1970	Chief, WII/COG/OPS	
1.7	BY REVIEWING OFFICIAL	• ,
thoroughly professions good use of his field e case officer. He perf- in monitoring activitie	the experience in dealing with a comparations officer who shows experience in carrying out his forms with a minimum of supers and events related to his are ble potential for moving up to a	vision and is most perceptive a of activity. I believe Mr.
	157 P on 1 Sh 7 2 P h E 45P WE WIR \$100 h 12 P P 1 1 46 h	
3 February 1970		
	Deputy Chief, WH/COG	

SECTION C

NARRATIVE COMMENTS

/continued/

Subject's in-house liaison has been effective, as has his liaison with the (Supervisor). It does not appear that liaison with the of

operational matters has been used to its fullest potential, although it should also be noted that this responsibility is not purely Subject's.

Subject appears to be a thoughtful and effective supervisor who is concerned with the further training and development of those under his supervision (Supervisor). TUCHNICAL SERVICES DIVISION -- TECHNICAL SCHOOL

		·
•		Training Report
Name :		CICCOLO, Joseph S.
Office:		TI/COG
Date :	6	June 1969
1 <u>OBJ</u>	ECTIVE	S:
To	provi	de a general knowledge in:
	. a.	Included are representa-
•	•	tive samples of:
•	•	
	,	
	b.	The philosophy, purpose, considerations and
•		manageability of systems; including
		security, reliability and feasibility of
•	•	
		INSTRUCTOR TSD/TECHNICAL SCHOOL

SECRET

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			fficer			7-18 ⁻⁷ -1-1-18-18-18-19-19-19-19-19-18-18-18-18-18-18-18-18-18-18-18-18-18-		OP/WH/2		1				
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D (Proficient	excellen								i				
-	trong					exceptional		ts ore being pr	oduced in G	Profici	ent me	anner,	•	
_)utstanding						•	ents of the worl	end in com	pariso	n to th	10 000	rform	once of
		others d	oing simile	work a	s to w	rarrant spec								
	, L					SPEC	IFIC DU	ITIES						
manner	in which o	mplayès p	erforms E	ACH spe	eific a	duty. Cons	ider ONL	rating period. Y effectiveness visa (indicate i	in performa	nce of	that	duty.	AII	eribes the
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out	weighs.	the o	ther d	luties	s no	ted be	low.	ervice i	TE.	51	an	ıa ,		S
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description to the substitute of the second contract of the second c

SECTION C	. HARRATIVE COMMEN	TS
overall performance. State sugge on foreign language competence, basis for determining future pers	stions made for improvement of work perform if required for current position. Amplify or e	heeping in proper perspective their relationship to unce. Give recommendations for training. Comment applein ratings given in Section B to provide best gerial or supervisory duties must be described, if
and direct rather to product. His	l was notable in his effor than simply sit back and a	to oraginated train, letter the intelligence .e most important operation
of Station	and it could not have bee	n in <u>bettenschands</u> . His were
to see him leave as and respect of his	endship and respect and was the Station. He als colleages and success in his dealings	o earned the friendship
flatly objective ab years standing and an officer of rare	t for the rating officer out this fine employee who impressed the rating optential. His tour in dy (illness and death of a	o is a friend of many officer years ago as was cut short
which set into motion Despite the pressure	on a transfer which could as of this tragedy, this e hout this service in	not later be reversed. employee performed at.
his charming wife poton in pro- professional who she	roved outstanding examples wed him once again to be a ould be able to advance to	s of "true grit." His a mature, competent
SECTION D	CERTIFICATION AND COMM	(continued)
1.	BY EMPLOYEE	
OATE / C	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	
11 Feb 1968	BY SUPERVISOR	Ro
MONTHS EMPLOYET HAS BEEN UNDER MY SUPERVISION	Employee left PCS prior	to preparation of report.
9 months	Should be shown to him a	
15 January 1969	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	Chief of Station	/8/ Robert T. Shaw
3. COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIAL	
I concur with	the rating officer's eval	luation of Mr. Piccolo.
	, .	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	
Il Fra	C/WH/2	

S-E-C-R-E-T

SECTION C, continued

when serving as Acting Chief of Station during the COS' absence on home leave. He has rare ability to see the relevant and has the courage of his convictions—will argue a point. Physically slow moving—given to ambling like a tired old bear—he can be quite deceiving in an age which seems to specialize in rapidly moving young men-on-the-go. There is no wheel spinning about this officer and no sham. He has his eye on the future and moves along relentlessly in that direction. Obstacles bother him but don't deter him. He is in short a steady, dependable man with forward momentum.

One area in which he could use some improvement is in his writing. This has been discussed with him. The rating officer has recommended that he take a course in effective written English. His writing is at times vague and convoluted.

His fine performance was rewarded in September 1968 with a much-merited grade promotion so he cannot be recommended for promotion at this time. It is recommended, nowever, that he be given a position with head room-to-allow for advancement to higher grade as soon as he is eligible. The rating officer would be pleased to serve with this officer at any time, any place.

S-E-C-R-E-T

			EMPLOYEE SERIAL	NUMBER			
FITNESS REPORT		7	025658				
	020000	1					
SECTION A G	ENERAL	3. 5g x	4. DRADE 8. SO				
Piccolo, Joseph S.	GS-11	D					
Ops Officer WH/1 Moxico Cit							
F. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (%) TYPE	OF REPORT					
XX CAREER RESERVE TEMPORARY	INITIAL		MEASSIGNMEN				
CARREN-PROVISIONAL (See instructions - Section C)	JAUNHA: XX		XX REABSIGNMEN	TEMPLOYER			
BPECIAL (Specify):	11. HEPORTING PERI		•				
III. DATE REPORT DUE IN O.P.	May 1956 -						
SECTION B PERFORMAN	CE EVALUATION .	·					
W - Weak Performance ranges from wholly inadequate to positive remedial action. The nature of the ac probation, to reassignment or to separation.	tion could tange from e	ounseling, t	a further training, to				
A • <u>Adequate</u> Performance meets all requirements. It is entered excellence.	irely satisfactory and is	characterii	ted neither by delic	lency nor			
P - Proficient Performance is more than satisfactory. Desire	• • •	luced in a p	roficient manner.	;			
S - Strong Performance is characterized by exceptional p	•						
O - Outstanding Performance is so exceptional in relation to re- others doing similar work as to warrant species	recognition.	and In Comp	earition to the perfor	mance of			
SPECII	IC DUTIES						
List up to six of the most important specific duties performed du manner in which employee performs EACH specific duty. Consid with supervisory responsibilities MUST be rated on their ability (or ONLY aftectiveness i	in performen	ce of that duty. Al	scribes the I employees			
SPECIFIC DUTY NO. 1	To be			PATING LETTER			
Agent handling and exploitation, a variety of operations including	Acts as case		er for ration.	S			
Administrative management of proj	ect activitie	ısı.	,	RATING LETTER 8			
remains the care and an analysis of the care		7/7/13	-	1 1			
PECIFIC DUTY NO. 3		9 r - "		RATING			
Operational planning (target anal	ysis etc.)	5A 13	· ',	P.			
PECIPIC DUTY HO. 4		······································		RATING LETTER			
Programming and handling of cover	t action acti	vitios	345t	8			
PRCIPIC DUTY NO. 8				BATING			
			pf 21	LETTER			
Roporting and processing of intel	ligence infor	mation		P			
PECIFIC DUTT 190. 8				BATING LATTER			
ONE OF THE PROPERTY OF THE PRO	*						
OVERALL PERFORMANCE	E IN CURRENT POS	ITION					
ake thre account everything about the ampleyor which influences premones of specific duties, graductivity, conduct on job, reap- urity-size limitations or telepats. Based on your knowledge of on	HISTITUTE AS ES, purtinent p	ar fanal tra	is as habits, and	#411WG			
ore the letter in the esting bus carresponding to the eletement w				3			

A was managements

SECRET

Benochepus.

SECTION C	NARRATIVE COMMENT

Indicate significant strengths or weaknesses demonstrated in current position beoping in proper perspective their relationship to everall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or papilate, rainguistiven in Section B to provide best basis for determining future personnal action. Manner of performance of removerial or supervisory duties and cost consciousness in the use of personnel, space, saviament and lands, must be commented on it applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This young case officer has displayed considerable professionalism after only a relatively short time in the clandestine operations field. He is very versatile and resourceful and has shown a high amount of initiative. He is at his best as an agent handler and has developed close relationship with the assets entrusted to him. He has been helped in this by a high degree of fluency in Spanish and his pleasant personality. His reporting, particularly his calbe writing still leave room for improvement, but on the whole, this officer has been one of the mainstays of the PBRUMEN Section during his tour, which unfortunately has been marred by poor health.

·			•
SECTION D	CERTIFICATION AND CO	DAMENTS	•
1.	BY EMPLOYEE		, ,
1. BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS, A, B, AND C OF THIS REPORT DATE 30 Mins (7) SIONA Vs/ Joseph	, , ,		
30 Men 67	BIONA		Joseph S.
	BYSUPERVISE		Piccolo
UNDER MY BUPERVISION	IF THIS REPORT HAS NOT GREN SHOPN	TO EMPLOYEE, GIVE EXPLANATIO	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEO OR PRINTED NAME A	NO SIGNATURE
30 Nov. 1967	Ops Officer		
3.	BY REVIEWING OFFICE	A	makes recomply the desire the second teachers and
is an excellent or under officia work, however, a greatly from int	case officer suitable for a cover. He needs furthed at a convenient mose tensive training in report	or assignment eithe ber training in wri at in his career wo	r outside tten staff uld bonofit
5 A V e	GPPICIAL TITLE UP MENIEDING OFFICIO	TIPEU ON PRINTED NAME AN	10 8-494 TuBS

S-E-C-R-E-T

Training Report

(Three Weeks, full time) 120 hours	(date)	•
Student : Piecolo, Joseph		
fear of birth: 1935	Office	: WH
rade ; GS-11	Service Designation	: D
OD Date : 0862	Number of Students - Logistic Finance	:
OURSE OBJECTIVES		•
The principal objective of thi ogistics and finance responsibilit II field stations. The course fam	iliarizes students with techni	ques, 🗀
ogistics and finance responsibilit II field stations. The course fam egulations, and procedures as they ravel, personnel and physical secu	iliarizes students with techni pertain to finance, logistics rity at a field station. Emph	ques, , foreign asis
ogistics and finance responsibilit II field stations. The course fam egulations, and procedures as they ravel, personnel and physical secu	iliarizes students with techni pertain to finance, logistics rity at a field station. Emph	ques, , foreign asis
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ogistics and finance responsibilit	iliarizes students with techni pertain to finance, logistics rity at a field station. Emph	ques, , foreign asis

ACHIEVEMENT RECORD			
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Grades are given in accordance with the fitness report	avate	M.	
(Weak, Adequate, Proficient, Strong, and Outstanding)			
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TEST RESULTS:	. `		
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HARRATIVE COMMENTS:

Mr. Piccolo had difficulty in the computation of per diem. If his future duties will include responsibility for travel, I suggest that additional instruction in per diem computation be given him.

POR THE DIRECTOR OF TRAINING:

Instructor

5-E-C-R-E-T

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	ROVISIONAL (See M.			 	ANNUAL				EMPLOYE
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I. DATE REPORT	OUE IN O.P.	1	1	12. P	EPORTING PER	100 (From- 1	(0-)		
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ECTION B			PERFORMANC	-					
P - Proficient	Performance range positive remedial probation, to reas Performance meet excellence. Performance is no	oction. The signment or a all require re than sati	nature of the act to separation. It is enti- sfactory. Desire	tion cou Describ rely sai d result	ild range from its action taken its factory and its are being pro	counseling, or proposed a characteri	to further tro in Section C and neither	ining, to by deficie	placing or
S - Strong	Performance is ch				*				
O - Overtending	Perfermence is so others doing simil					end in com	portson to tr	o periorm	lo esno
		\ '	SPECIF	IC DU	TIES				
anner in which e	he most importent : mployee performs & esponsibilities MU	ACH specifi	ie duty. Conside	ONL Y	diectiveness	in performa	nce of that	duty. All	
PECIFIC DUTY NO	•••								RATING
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PECIFIC DUTY NO). å								HATING
Administration, e	tive manageme to.	nt of pr	roject activ	ities	including	account	tims,		.c
PECIPIC DUTY NO				٠				····	RATINO
	l reporting,	includin	a contest r	erort	s, operati	iom1 pro	errens re	ronts,	LETTER
ECIFIC DUTY NO	. 4								PATING
Reporting a	ind disseriin	tion of	intelligene,	e inf	ormation			,	ន
ECIFIC DUTY NO	. 8	, , ,	nednajšurdaudikamu vekranam d		ereker der met sert der mannen seine			megamatamantaman	RATING
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ECIPIC DUTY NO.	. 9		and the state of t		, 1)	,			RATING LATTER
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SECTION C	NARRATIVE COMMENTS
overall performar on foreign langue basis for determi	ant strengths or weaknesses demonstrated in current position keeping in proper perspective, their relationship to nce. State suggestions made for improvement of weaklifetformences. Give recommendations for training. Comment age competence, if required for current position. Amplify or explicit http://graceyen in Section B to provide best ning future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness
	sonnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete
saction F' offact	s separate sheet of paper, Sco 20
This	employee has continued to perfor the 3 30 PH or remner described in

This employee has continued to perfort in the 130 pp. remner described in detail under this section in the last fitness report prepared by the same rating officer (May 1966). He has had to assume an even heavier work load ewing to the imminent transfer of his supervisor whose Drank-Roomking assets have of necessity been turned over to this employee. His health hos not improved as expected and it is felt that he should be sent to MOLADY for a complete modical check-up as soon as he can be spared for the time required.

Once again, it is recommended that this officer be promoted as seen as possible to  ${\tt GS-11}$ .

SECTION D	CERTIFICATION AND COM	AMENTS
1.	BY EMPLOYEE	
. 10	ERTIFY THAT I HAVE SEEN SECTIONS A, B.	AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
9 September 1966	/s/ Joseph S. Piccolo	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 4 MONTHS 'DY 11 months PCS	IF THIS REPORT HAS NOT GEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 September 1966	Ops Officer	/s/ Robert T. Shaw
3.	BY REVIEWING OFFICIA	il.
Comments of t	Officer agrees with the he Supervisor of this o this Fitness Report.	e Ratings and the fficer which are
DATA	OFFICIAL TITLE OF BEVIEWING OFFICIAL	TYPED UR PRINTED NAME AND BIGNATURE
	Chief of Station	/s/ Binston Scott

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#IT-10000		1		EMPLOTEE SERIAL N	UMBER.	
FITNESS REPORT				02565	8	
SECTION A	GENERAL					
1. NAME (Last) (First) (Hiddle)		E OF BIRTH		4. GRADE 3. 3D		
PICCOLO, Joseph S.	12	1/8/35	J_ M	GS-10 D		
6. OFFICIAL POSITION TITLE			ASSIGNMENT	. CURRENT STATION		
Ops Officer		DE/WH/T	OFREPORT	Mexico_City_		
P. CHECK (X) TYPE OF APPOINTMENT  CAREER RESERVE TEMPORARY	<del></del>		OF REPORT	·		
CAREER-PROVISIONAL (See instructions - Section C)	AND ADDRESS OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE					
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11. DATE REPORT DUE IN O.P.			100 (From- I		1 red.	
1 June 1966	1		965 to M			
SECTION B PERFORMA	NCE EVAL	UATION	JOJ CO PE	17 2700		
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probation, to reassignment of to separation  A • Adequate Performance meets all requirements. It is a excellence.		i			ncy nor	
P - Proficient Performance is more than satisfactory. Des	stred results	are being pro	oduced in a s	roficient menner.	٠.	
S - Strong Porformance is characterized by exceptiona						
O • <u>Outstanding</u> Performance is so exceptional in relation to others doing similar work as to warrant spec			k and in com	parison to the perform	enco.ef	
SPEC	CIFIC DUTI	ES:		**************************************		
List up to six of the most important specific duries performed manner in which employee performs EACH specific duty. Conswith supervisory responsibilities MUST be reted on their ability SPECIFIC DUTY NO. 1	sider ONLY e	effectiveness	in performa	nce of that duty. All	employees	
Agent hardling and exploitation. Serves	:	officer	to a mar	datir of	LETTER	
agents including	as case	or ricer.	to a var	lety of	. 0	
SPECIFIC DUTY NO. 8					HATING LETTER	
Administrative management of project act funding, etc.	ivities i	including	z account	ings,	S	
SPECIFIC DUTY NO. 3						
SPECIFIC DUTY NO. 3	•				LETTER	
Operational reporting, including contact etc.	reports,	, operati	lom1 pro	gress reports,	s	
SPECIFIC DUTY NO. 4					RATING LETTER	
Reporting and dissemination of intelligence information.					S,	
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SPECIFIC DUTY NO. 3					LETTER	
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					LETTER	
Conception and initiation of covert action programs in support of PI/CI operations.						
OVERALL PERFORMA	NCE IN CU	RRENT PO	MOITIZ			
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SECTION C	NARRATIVE COMMENT					
Indicate significant strengths or weaknesses demonstrated in current position beging in proper perspective their relationship to						
overall performance. State sugges	itions made for improvement of work performat	tel Coulfergrangations for transport Comment				
on toreign language competence,	it required for current position. Amplify or exp	plain entings given Mettion B to provide best				
in the use of necessari sacra	nate action. Manner of performance of manage	real or supervisory duties and cost consciousness of anythology. If extra space is needed to complete				
Section C, attach a separate shee	t of paper,	The All Ica				
£		performing since his assignment				
		im has shown marked improvement				
	st notably the PERUMEN	Nuch has				
		e under the suidance of this officer				
He is handling a sensi		in a most professional manner.				
Use compational monoral	dne de avamplone pri his initi	ng style, once somewhat obtuse, has				
		t period in the role of field case				
		lleagues and agent assets alike.				
He has a winning way w	dth neonla - a reflection of h	is sincere interest in them. He				
		alive and resourceful. In operation				
		ervisory ability, except as exercise				
Andinostly through oth	one had not upt them sufficien	ntly put to the test to emble the				
rating officer to make	a determination but it among	rs that he already possesses the				
essentials of a move e	unanylam. Ila haa had sama ha	alth problems in Mexico but in spite				
of these has not let u	n in any way in his work. This	eed, one wonders what he would be				
canable of if he were	in nonfoot health given the his	ch level of performance to date.				
	for the rating officer to go of					
		i the pleasure of serving with a				
more promising young c		a one preciouse or serving manner				
	that he be promoted to GS-11 s	e soon as elicible.				
		t (Oct 65-May 66) this employee				
served at the Merico C	Ity Station in TDV status from	April 65 to Aug. 65. His performance				
	taken under रागार्थ पाठल प्रीकार के आहे					
1.	BY EMPLOYEE	1412				
	RTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C OF THIS REPORT				
DATE	SIGNATURE OF EMPLOYEE	alter benefits semilentenism gir brenet metri (* by prising in standardeligieren), september standardeligieren september signification				
12 May 1966	/s/ Joseph S. Piccolo					
2.	BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPFRYISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EL	MPLOYEE, GIVE EXPLANATION				
4 months TDY						
7 months PCS						
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED ON PRINTED NAME AND SIGNATURE				
12 May 1966	Ops Officer.	/s/ Robert T, Shaw				
	BY REVIEWING OFFICIAL					
OMMENTS OF REVIEWING OFFICIAL						
The reviewing off	icer concurs in the comme	nts of the rater. I have				
observed this off	icer closely during his t	our at the Station. He .				
has largely overcome a tendency to freewheel somewhat and shows an						
increasing willingness to accept guidance from more experienced						
officers Compared with other officers of the same works at the						
Station, it is my belief that his overall performance should be						
rated O rather th	an S'	·				
In the Station's view he is a young officer who should advance						
To the Clattanta	•	n who should advance				
In the Station's	view he is a young officer	r who should advance				
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steadily and with	view he is a young officer more experience should be ment.	e able to handle a demanding				

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ECTION A					GENERA	******** * * * * * * * * * * * * * * * *		***********		
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ECTION B		**************************************	***************************************	PERFORMA	NCE EVA	ALUATION	_d YMYBC	(		
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13 August 1965	COS, Mexico City	Winston H. Scott /s/
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SECTION C

NARRATIVE COMMENTS FICE

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendability for training. Comment on foreign language competence, if required for current position. Amplify or explain refings given in Section B to provide best basis for determining future personnel action. Manner of performance of manage fifthe supervisory duties must be described. If applicable.

Mr. Piccolo is an energetic, capable, all-around officer with a flair for operations and a great deal of common sense. He reacts correctly and instigutively when operational problems arise. His agent handling has been superior. He has a good knowledge of tradecraft and also understands records management. Although young, he is mature and self-reliant, needing little supervision.

Mr. Piccolo's promotion is being recommended in a separate memorandum.

Mr. Piccolo is cost conscious and effective in the use of space, equipment and funds. He does not hold a supervisory position.

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1.	BY EMPLOYEE	
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24 March 1965	'Asst, Deputy Chief, WH/C	

## CONFIDENTIAL

17 August 1964

MEMORANDUM POR: Chief, Western Hemisphere Division, DD/P

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

Trial Attachment of Junior Officer Trainee Joseph S. Piccolo for on-the-job graining

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

- 2. The purposes of this trial attachment are:
- a. To test his abilities in the practical application of his formal training;
- b. To evaluate his potential and suitability for permanent assignment;
- c. To train him for a specific assignment appropriate to his aptitudes and development;
- d. To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JCT has been fully informed of the significance of this trial period in his career development.
  - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Preman

ROBERT B. PREIMAN

Attachment Distributions

1 - Addressee w/att.

1 - C/CSPD w/att. 2 - O/Pers. Official Piles w/att.

1 - JOT Piccolo w/att.

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### DETAILS FOR ADMINISTRATION OF ATTACHED DOU'S

#### For Supervisor.

- 1. The office or division will maintain time and attendance records Juring the period of this attachment.
- I Overtime can be authorized only after supervisor has checked with the SOT Irateing Officer. OTR will be reimbursed by division or effice for evertime payments. The ThA clerk should report to JCTP at the end of each pay period any overtime worked by a JOT.
- 3. Any security violations by this JOT will be handled in the manner that in appropriate to the division or staff. Culei/JOTP will be notified in this event.
- 4. Supervisors will execute any fitness reports covering the period of this attachment. Chief/JOTP will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JOTP when the JOT enters a promotion zone of consideration.
- 6. JOTP is located in Room 743, Scophill Building, Extension 3261. -Any questions should be addressed to Mr. JOHN GERRY
- 7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational musignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

### For JOT:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first wanth of attachment and every two wouths thereafter. Items desired include:
  - a Description of activities
  - b. Flanc for next reporting period
  - c liams and titles of supervisors
  - d. Assessment of value of presont experience
  - e. Any constructive suggestions

These reports should be routed to Cutof/10TP vis the supervisor.

10. The JOY will advise this offlice of his room number and extension and name of his supervisor as soon as possible after attachment.

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## CONFIDENTIAL

### 11 August 1964

MEMORANDUM FOR: Chief, Western Europe Division, Diy'r

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

: Trial Attachment of Junior Officer Trainee
Joseph S. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

- 2. The purposes of this trial attachment are:
- .a. To test his abilities in the practical application of his formal training;
- b. To evaluate his potential and suitability for permanent assignment;
- c. To train him for a specific assignment appropriate to his aptitudes and development;
- d. To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JOT has been fully informed of the significance of this trial period in his career development.
  - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Truman

ROBERT B. PREEMAN

Attachment

Distributions

1 - Addresses w/att.

1 - JOT Piccolo whit.

1 - C/CSPD w/acc.

7 - O/Pers. Official Files w/act.

CONFIDENTIAL

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#### GORECHEE FAR

### REPARE FOR APPRIES HARDON OF PROVINCE JON'S

#### For Suncintage;

- 1. The office or division will unintain tive and attendance records during the period of this attachment.
- 2. Overtime can be authorized only after supervisor has checked with the JOT Training Officer. GTR will be relobured by division or office for overtime payments. The ToA clerk chould report to JOSP at the end of each pay period any overtice worked by a JOY.
- 3. Any accurate violentions by this 30% off; to headled in the manner that is appropriate to the division or staff. Chief/JOTP will be notified in this event.
- 4. Supergiours will execute any fituess reposts covering the period of this accomment. Chief/JOSP will countersign such reports.
- Supervisors will provide job performance data to the Chief/JOIP when the JOT enters a promotion rose of consideration.
- 6. JOTP is located in Rosm 743. Broyhill Reflding, Extension 3261. Any quantions should be addressed to ht. JOHN GERRY
- 7. It is requested that each supervisor subsit a progress report after three months of attachment. In the event of rotational assignments within a diviuton where supervisors change, a progress report should be substitted at the . end of each phase of the rotation.

### For JOE:

- 8. Any leave will be uprized out with the supervisor and if approved must be communicated by telephone so the JOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attechment and every two months thereafter. Items desired include:

  - a. Description of activitiesb. Plans for next reporting parted
  - c. Hence and titles of supervisors
  - d. Assessment of value of present experience
  - e. Any constructive suggestions

These reports should be rected to thief/JOIP via the supervisor

10. The AM will addice this office of his room pumber and extension and have of his supervisor as even to possible efter attacks at.

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7/23/64

CONTINENTIAL

#### S-E-C-R-E-T

### OFFICE OF TRAINING

### TRAINING REPORT OPERATIONS COURSE

### SECTION A

### **GENERAL**

Operations Course No. 17 (720 hours, full-time)

9 March - 10 July 1964 (Date)

Student : PICCOLO, Joseph S. Office

: OTR/JOTP

Year of Birth: 1935

Service Designation: SJ

Grade GS-08. Number of Students :

began

ECD Date : February 1957 finiahed

#### SECTION B

### PERFORMANCE EVALUATION

W - Weak

Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).

A - Adequate

Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.

P - Proficient

More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.

8 - Strong

Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine operations.

0 - Outstanding

Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to varrant special recognition.

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	OVERALL PERFORMANCE	•
peri	Letter in rating box corresponds to the statement the most accurately reflects the student's level of commune, and takes into account everything about which influenced his effectiveness.	
and	This rating is a reflection of the degree to which instructors feel that the attaient is both suitable competent for overseas service in the Clanicatine	P

S-E-C-R-E-T

### SECTION C

### NARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overall performance in the Operations Course. This section amplifies and explains, as necessary, the rating letters given above.

## OPERATIONS COURSE NO. 17

9 March 1984 - 10 July 1984

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### JUL GRAHING REPORT

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### 4. COMMENT AND PERTIMENT OBSERVATIONS:

During his training, Mr. Piccolo has acquired a good knowledge of the principles and techniques of clandestine operations. He has demonstrated a good intelligence sense and a particular ability for handling agents.

He has had no supervisory responsibilities yet, and he appears to be cost-conscious as far as the undersigned can judge.

AUG 1964 S-1 C-R P-1

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### S-E-C-R-E-T

### PERFORMANCE RECORD .

International Communism - Challenge and Response

JOT Class 10 February - 6 March 1964

Course	Descr:	lption

Cou	rse Description	
A.	Statement of Cojectives.	• •
,	1. To develup a familiarization with the doctrine, tactics of International Communism as represente parties and organizations in the free world; and make the student aware of the capabilities, methof theand	d by the Communistin addition, to
	2. To develop an understanding of the challenges for States and the free world from the objectives, a capabilities of International Communism; and to to articulate the U.S. position at home and abrochallenges.	ctivities and assist the studen
В.	Course Method	
	<ol> <li>Approximately one-half of the course is devoted one-fourth to seminars, exercises and demonstrat fourth to individual study.</li> </ol>	
	<ol> <li>Student achievement is judged on the basis of per two written examinations and participation in ser exercises.</li> </ol>	
Nome	Piccolo, Joseph	
Writ	ten Work	
	lst Examination: Doctrine, CP Organization &	Proficient
:	2nd Examination: CP Activities Profici	ent
	Over-all Written Work Proficient	
Oral	Work	
8	Seminars, Exercises Strong	

CROUP I
S-E-C R-E-T Excluded from automatic
downgrading and
declassification

Comment:

### TRAILING REPORT

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JOT INTEGRATED PROSPAN (CLASS OF JANUARY 1964)

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Student	: PICCOLO, Joseph S.	Office	: 647
Year of B	rth: 1935	Service Da	algoration: SJ
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#### SECTION C NARRATIVE COMMENTS

Indicate eignificant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Commen on foreign language competence, if required for current position. Anality or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Employee returned to duty with the Agency in September 1962 after completing a tour of military duty. At that time he was assigned to TFW/CL Although employee expressed a desire to work in operations at that time, he agreed to perform the duties outlined in Section B. He was called upon to perform these duties because of the dire need within TFW/CI for someone with his talents to establish and manage Branch systems for mail routing-control and files. Employee was promised an operational assignment as soon as the systems were established and functioning in an orderly and efficient manner. Employee has performed his duties exceptionally well and has established systems for mail routing-control, and files for the Branch which are functioning well. It is strongly recommended that this employee be assigned to duties of an operational nature and relieved from his present duties as soon as possible. Employee has the capability of assuming more and greater responsibility.

SECTIO	N.D -	CERTIFICATION AND COMMENTS	
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3.	,	BY REVIEWING OFFICIAL	
	This employe	ee gives promise of continued pro	fessional growth.
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SECTION E NAR	RATIVE DESCRIPTION OF MANNER							
work. Give recommendations for	demonstrated in current position. Indicate his training. Describe, if appropriate, his ; n, if appropriate, ratings given in SECTION	suggestions made to employee for improvement of his potential for development and for assuming greater re- is B, C, and D to provide the bast basis for determining						
self. This is evider and by his successful wents very much to ob in the FI field. I b	need by both his continued ed- l effort to learn everything; stain further career training selieve he has a definite pote	tics is his desire to improve him- ucational program on the outside possible about his Jos Romalso within the DDP area, partfcularly ential for such work and that he erational training as soon as						
His performance while under my supervision has consistently been well above that to be expected of an employee in his present grade, and I strongly recommend that he be promoted at once to GS-8. He has more than carned it.								
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SECTION F	CERTIFICATION AND COM	MENTS						
1.	BY EMPLOYEE							
	tify that I have seen Sections A, B, C,	D and E of this Report.						
DATE 4 May 1961	SIGNATURE OF EMPLOYEE	- 6						
2.	BY SUPERVISOR							
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP, THIS REPORT HAS NOT BEEN SHOWN TO	employee, give explanation						
7 months	٠.							
	IF REPORT IS NOT BEING MADE AT THIS TIM	JE, GIVE REASON.						
EMPLOYEE UNDER MY SUPERY	ISION LESS THAN 80 DAYS	REPORT MADE ON THIN LAST BO DAYS						
OTHER (Specify):	¥							
DATE	OFFICIAL TITLE OF SUPERVISOR							
3 May 1961	WH/4/Executive Officer							
),	BY REVIEWING OPPICIAL	)						
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COMMENTS OF REVIEWING OFFICIAL	•							
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Acting Chief, WH/4

14 May 1961

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10. DATE REPORT DUE IN O.P. II. REPORTING PERIOD TO SPECIAL (Specify) 1 Feb - 15 June 1960 Promotion									
SECTION B EVALUATION OF P	appropriate and could be arrested	= w A3.88. N w A1		UTIES			-		
List up to aim of the most important specific duties performanner in which employee performs EACM specific duty, with supervisory responsibilities MUST be rated on their	rmed during Consider ability to	supervise (indical	e number	d employe	of the	which is duty revised		*	
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Registry Section employees)	5	operation	3		***			5	
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	1	Performs	duties	of Br	anch	ı Re	cord	8	
Processes security clearances	6	Management Officer 5							
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During the rating period Mr. Piccolo has been performing tasks that are normally assigned to personnel who hold a minimum is rating as 65.9. Without exception he has performed each of his assignments expeditiously and thoroughly. In addition to his normal administrative functions Mr. Piccolo has been acting as a case officer on certain sensitive and complicated clandestine operations. He has performed these duties in a superior fashion. It is my unqualified opinion that Mr. Piccolo should receive at least a two-grade promotion immediately. However it is recognized that this is contrary to current Agency policy and therefore it is strongly recommended that he be promoted to the grade of GS-7 immediately. Mr. Piccolo is intelligent and extremely industrious. He has worked long hours performing a variety of important tasks. It is my opinion that Mr. Piccolo has the attributes required of career personnel working in the Foreign Intelligence area and that he should be permitted to have his career designation changed to FI. Mr. Piccolo should also be given the opportunity to receive Agency training so that he might be better qualified to perform tasks in this area of activity. There is no question that he would become a professional case officer. The Section C rating has been given after careful consideration of the rated individual's grade and grade level performance.

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SECTION F	CERTIFICATION AND	D COMMENTS	· ·					
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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Since the previous Fitness Report, employée has been designated as the alternate to the Station's Records Officer. During periods when the Records Officer has been on duty elsewhere, this employee has assumed responsibility for the Station's records establishment and performed his duties in a competent manner. Based on these considerations, the ratings contained in Sections B, C, and D were determined. (Note Section D, items 1, 2, 3, 5, and 10.) Employee needs more experience in the following:

- 1. The analysis of intelligence material for file categorization (note Section D. Item 4);
- 2. Records Management techniques;
- 3. More experience in the interpretation of data in memoranda preparation (note Section D, items 7 and 9).

His supervisor feels that considerable progress has been made on the points enumerated above, and as the employee gains experience, these weaknesses should reconcile themselves. His supervisor will continue to assign him duties designed to broaden his knowledge and effectiveness in records management. (Cont'd

SECTION F	CERTIFICATION AND	OMMENTS	·					
1.	BY EMPLOYEE							
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### SECTION E (Continued)

His supervisor recommends the promotion of this employee to GS-6. It is belt that his promotion would assure the continued development of an employee who has the potential of a good records officer.

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FITNESS REPORT (Part I) PERFORMANCE						
INSTRUCTIONS						
FW THE SITEMATIVE OFFICER. Consult current instructions for completing this report.  FW THE SITEMATIVE OFFICER. Consult current instructions for completing this report.  FW THE SITEMATIVE This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior soft this evaluation to your supervisor and supervisor nate where he stemis such you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part to fithis report to the employee accept under conditions specified in Regulation 20.370. It is recommended that you read the entire form before completing any position. If this is the initial regulation the employee, it must be completed and forwarded to the Office of Personnel on later than 30 days after the date subscated in item 8, of Section "A" below						
SECTION A. GENERAL						
PICCOLO, Joseph S.  S. Office/Division snauch of Assignment Will/III						
7. GRADE 8. DATE REPORT DUE 14 OF 9. PERIOD COVERED BY THIS REPORT (Enclusive defee)						
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SECTION 8. CERTIFICATION						
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Posted Pos. Control  Roviowed by PUD  Roviowed by PUD  Roviowed by PUD  Roviowed by PUD  Roviowed by PUD  Roviowed by PUD						
I certify that any substantial difference of opinion with the supervisor is reflected in the above section.						
to this pale at tree on printed have and signature of aivitaing c. official lift of station of the control of Station						
19 March 19:8 Findbon M. SCATE Chief of Station Section C. JOB PERFORMANCE EVALUATION						
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IFETTIVES. Consider CMT the productivity and effectiveness with which the endividual being rated has performed in duties during the rating period. Compare him CMTY with others doing similar work at a master level of evaponability. Pactors other than productivity will be taken into account later in Section B.						
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DINICTIONS.  a. State in the spaces below up to six of the more important SPECIFIC duties acrossmed during this eating per Place the most important first. Do not include minor or unimportant duties [ ]	iod.						
	hase						
d. Compare in your mind, when possible, the Individual being rated with others performing the same duty similar level of responsibility.  e. Two individuals with the same job title may be performing different duties. If so, rate them on diffe duties.							
f. Be specific. Examples of the kind of duties that might be rated are.  OBAL REFERRA GIVING LECTIONS GIVING LECTIONS DAVELOFF AND USES AREA ROOSLEGE CONDUCTIVE SEMINARS AND USES AREA ROOSLEGE PREPARES SUMMARIES CONDUCTIVE SEMINARS AND USES AREA ROOSLEGE PREPARES SUMMARIES TRANSLATES GRMAN DERRIEFING SOURCES COUNCITING EXTERNAL LIAISON OPERATES ARDIO COUNCITING EXTERNAL LIAISON OPERATES ARDIO TYPING TAKING DICTAFION TYPING TAKING DICTAFION THE REQULATIONS SUPERISING PREPARES BOOKS AND USES TRUCK WAINTAINS AIR CONDITIONING SUPERISING PREPARES AND USES AREA DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES SUMMARIES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES SUMMARIES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES SUMMARIES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES SUMMARIES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES SUMMARIES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES SUMMARIES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES SUMMARIES TRANSLATES GRMAN DERRIEFING SOURCES REEFS BOOKS WAINTAINS AIR CONDITIONING SUPERISING PREPARES SUMMARIES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATES TRANSLATE	DATA						
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	ING BER						
Prepares pouches 5							
SPECIFIC DUTY NO. 8 RATING SPECIFIC DUTY NS. 8 RATING NUMBER	ING BLR						
Name checks 4							
3. NARRATIVE DESCRIPTION OF MANNER OF JUD PERFORMANCE							
Employee is competent, displays initiative and intelligence in approaching records management problems. He definitely likes records work and has supervisory potentialities. Employee needs more experience in the analysis of record material and composition of memorands. He is conscientious and is a very hard-working employee.							
	ı						
SECTION D. SUITABILITY FOR CURRENT ION IN ORGANIZATION							
SECTION 0. SUITABILITY FOR CURRENT JOB IN ORGANIZATION  DIRECTIONS: Take into account here everything you know about the individualproductivity, ronduct in the job, pertinent personal cherecteriseise or habits, operial defects or talentsom: how he fits in with your tome. Compare him with others doing similar work of about the same level.  1. DIFINITELY UNBOLITABLE - HE BROULD BE SEPARATED  2. OF DOUBTRE SUITABLE - HE BROULD BY HAVE ACCEPTED HIM IF I HAD BACKED WHAT I KNOW BOE.							
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	r po s	FITNESS REPORT (Part II) POTENAIAL	annedarumiluseumest broeks orthodorapumurumungudetig engleptiges					
		INSTRUCTIONS						
FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.								
ment and rated em to be co hold and	POR THE SUPERVISOR. This report is a privileged communication to your supervisor, and to appropriate career menagement and personnel officials concerning the potential of the employee being rated. It is 1917 to be shown to the fated employee. It is recommended that you read the entire report before completing any question. This report is to be concleted only after the employee has been under your supervision PNE AT LEAST 90 (AYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it NUST be completed and forwarded to the GT no later than 30 days after the due date unlicated in item 8 of Section "5" below.							
SECTION	ξ.	GENERAL .						
1. MAME								
	D/III/	FILE Clerk						
7. GRADE	B. DATE	2 December 1957 - 2 March 195						
	OF REPORT	X INSTITUTE PRABETONNESS SPECIA	L (Specify)					
SECTION		CERTIFICATION	<u> Paristi pidingi ng pignili Mijadi napigup enamanga magang</u>					
		CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDI	AL BEING HATED					
A. THIS D	ATE	B. TYPED OR PRINTED HAME AND BIGNATURE OF SUPERVISOR C. SUPERVISOR	'S OFFICIAL TITLE					
19 M	arch 1956	Chief	of Registry					
2. FOR TH		OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OP						
	-	R. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING C. OFFICIAL TO	of Station					
SECTION	arch 1958	B Winston M. SCUTT Chief  ESTIMATE OF POTENTIAL	OI DEBRUCH					
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DIRECTION	1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES  DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.							
5 FATING NUMBER	5 - WILL PROBABLY ADJUST QUICKLY TO MOME RESPONSIBLE DUTIES BITHOUT FURTHER TRAINING  RATING 6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT MIS PRESENT LEVEL  RATING 8 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT MIS PRESENT LEVEL  RATING 9 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT MIS PRESENT LEVEL  RATING 9 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT MIS PRESENT LEVEL  RATING 9 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT MIS PRESENT LEVEL  RATING 9 - ALREADY ASSUMING MORE RESPONSIBLE THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY							
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enswer is SUITABLE to express	DIRECTIONS: Answer this question: iles this person the ability to be a supervisor? Yes No If your enswer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.							
DESCRIPT RATIM MUMBE	2 - 91	IVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION Ligye individual would be a rear supervisor in this rind of situation Ligye individual would be an average supervisor in this rind of situat Ligye individual would be a strong supervisor in this situation	13*					
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION						
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		time (Specify)						

INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYER HAS BEEN UNDER TOUR SUPERVISION

#### Three months

COMMENTS CONCERNING POTENTIAL

Arr 15 2 15 PH '58

Employee has the potential for a good records officer. Should he develo as rapidly throughout his tour'as he has done in this initial period, he will be ready to assume the responsibility for the records establish Addition medium sized field station in his next assignment.

#### SECTION H.

#### FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Supervisor will give employee instruction in Records Management techniques, and every opportunity to gain experience in analysis of record material.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUNSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

Employee should be given a grade promotion as soon as practicable because he deserves it and so as to encourage him.

### SECTION 1.

### DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individuel as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category.", Read each statement and insert in the box the category number which heat tells how much the statement applies to the person covered by this report.

HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE

INDIVIDUAL

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE

3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE OFFICE

5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY NUMBER

CATEGORY	STATEMENT	CATEGORY	* STATEMENT	CATE GORY	STATEMENT
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FITNESS REPORT	(Part I) PERFORMANCE					
	INSTRUCTIONS					
FOR THE ADMINISTRATIVE OFFICER: Consult current instru						
FUR DIE SIFFRVISOR: This report is designed to help you express your exclustion of your subordinate and to transmit this evaluation to your supervisor and sensor officials. Organisation policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organisation policy that you show Part Lof this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Fersonnel no later than 30 days after the date indicated in item 8, of Section "A" below.						
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PICCOLO Joseph S.	8 Dec 1935 M DS					
FI RI A40	0305.01 File Clerk					
	covers or this espect (Inclusive deles) Teb 1957 - 18 Oct 1957					
	ORWERT-SUPERFISOR SPECIAL (Specify)					
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X AND PEARLESSES SO THAT HE ENDES THERE HE STANDS.						
21 October 1957	Desk Supervisor, RI/IN					
2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL FORWATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING	DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER IN-					
PONNALION, WHICH WILL CEAD TO A BETTER DADENSTANDING	CAT ALPONI.					
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	CONTINUED ON ATTACHED SHEET					
I certify that any substantial d.  A. THIS DATE  22 October 1957  OFFICE	or se reflected in the above section.  FRING C. GFFICIAL VITLE OF REVIEWING OFFICIAL  Supervisor, RI/IN Section					
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I. RATING ON GENERAL PERFORMANCE OF OUTLES	improve with which the individual hairs eated has nectured					
MFECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed its duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account leter in Section D.						
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TEST	(Then Filled In)
1631	DESCRIPTION
CLERICAL SPEED AND ACCURACY	A test of speed and accuracy of response in a simple perceptual task. Measures ability to perceive, retain momentarily, and correctly respond to simple number and letter combinations.  JUN 6   01 AM 55
SPELLING	A test of ability to distinguish between correctly and incorrectly spelled words of averyday usage found to be most frequently mispelled.
SENTENCES	A test of ability to distinguish errors in spelling, punctuation, and grammar in sentences.
NUMERICAL ABILITY	A test of ability to reason with numbers, to manipulate numerical relationships, and to deal with quantitative materials. No verbal element is present in the format of the problems.
ABSTRACT REASONING	A non-verbal test of reasoning ability. Measures ability to perceive relationships in changing abstract figure patterns and to generalize changes into operating principles.
SPACE RELATIONS	A test of ability to visualize and mentally manipulate forms and patterns in three-dimensional space.
MECHANICAL REASONING	A test of ability to understand and apply mechanical and physical principles presented pictorially in familiar settings.
VERBAL REASONING	A verbal test of reasoning ability. Measures ability to abstract, generalize, and think constructively from concepts presented in word analogies.
LEARNING ABILITY FORM 5	A test of general mental ability consisting of questions on vocabulary, arithmetical reasoning, and verbal analogies.
- TYPING	A ten-minute straight copy test of speed and accuracy in typing material of average difficulty. Typing scores are reported as follows:  Gross — Total words per minute.  Ret — Gross words per minute minus 1 for each error made.  Errors — Total Number
SHORTHAND	A test composed of three typical business letters dictated at different speeds as follows: Letter 1: 60 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Letter 1: 20 words per minute; Le

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MADRANDIM FOR: Joseph S. Piccolo

SUBJECT Acknowledgment of Evaluation Board Functional Category

REFERENCE Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category [10] for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARY URGED TO STUTY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

- In general, you should consider the following: Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
  - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in vour career advancement until you have demonstrated proficiency in your new assignment.
  - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and achowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.
- 4. Please sign and date this notification in the space provided and return it to your Personnel Lyaluation and Munagement Officer or to your Personnel Officer.

ACCOMMENDED:

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22 December 1975

MEMORANDUM FOR: Chief, LA Division

**SUBJECT** 

Mr. Joseph S. Piccolo - Completion of Senior

Operations Course #2/76

1. Mr. Piccolo attended the Schior Operations Course from 3 November to 12 December 1975 (SOC #2/76). Individual student grades and class rankings have not been used to evaluate student performance. The diverse background of the students and the nature of the course material used in the SOC preclude formal testing. This memorandum attests to Mr. Piccolo's satisfactory completion of the course.

2. During the six weeks of the course, 59% of the time was devoted to

The officers in the class ranged in grade from GS-12 to GS-14 (average grade 12.9), average age was 43.6 (Mr. Piccolo's age is 40). The class members' average years of Agency service was 16.8, and their average years of overseas service was 9.2.

3. The six weeks, normally 30 days of instruction time, was shortened to 28 days by the Thanksgiving Day weekend. Of these 28 days, Mr. Piccolo

This running of the course was keynoted by remarks by the ADDO, and the Headquarters week was climaxed by an hour and a half with the DDO. The guest speaker at the graduation dinner of SOC #2/76 was Agency Historian Dr. Walter Pforzheimer.

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SUBJECT: Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

4. Mr. Piccolo, as a 40-year-old GS-13/4, was at about the average age for this class and slightly above average in grade. Although formal grades are not given to graduates of the SOC, it was the consensus of DTS staff instructors involved in SOC #2/76 that Mr. Piccolo would almost certainly rank number one in this particular group. Bringing to the class broad operational experience and understanding, Mr. Piccolo was an active participant in
One of the Course Coordinators commented that Mr. Piccolo, "exhibited, more than any of the others, the ability to lead the group." Mr. Piccolo's term
paper on the subject
was careful and thorough and was described by the panel as "an excellent overall
plan." To a man of Mr. Piccolo's experience, at least some of the course may have seemed a little basic or redundant, but he never let it show, and always took part with the same enthusiasm as the more junior members of the class.
5. A copy of this memorandum is being placed in Mr. Piccolo's official personnel file.
FOR THE DIRECTOR OF TRAINING:
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Course Coordinator Senior Operations Course

ADMINISTRATIVE Internal Use Only FILE REPORT OF SERVICE ABROAD Office of Personnel, Control Division, Statistical Reportin SERIAL NO. LAST WIDDLE ; INSTRUCTIONS USE APPROPRIATE SPACE BELOR TO REPORT DATA FOR LITTLE PCS OR TOY. INSERT APPROPRIATE FUDE NUMBER IN "CODE" COLUMN TO DISIGNATE WHETHER SUBMITSION IS OF BASIC CATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS CNLY FOR YEAR. REFER TO OFF NO. 38. REVISED. PCS DATES OF SERVICE 0/P ARRIVAL D/S DEPARTURE 0'S TYPE OF DATA COUNTRY #0%1# DAV 7 £ h B 8009 C098 DALY 1 - PCS (Basic) 3 - CORRECTION 3 - CANCELLATION 31.32 28-26 27-28 29-30 33-34 33-36 37 38 39 40-42 9 0 TOY DATES OF SERVICE 0/P TYPE OF DATA AREA(S) ARRIVAL O/S OFPARTURE 0/S W047H DAY D 4 Y TEAD .... .... .... ONLY · R . TOY (Basic) 27-28 29-30 33-36 30 39 40-42 25-24 31-32 33-34 37 4 . CORRECTION 6 . CANCELLATION OFFICE OF PERSONNEL USE ONLY - PUNCH AREA SOURCE DOCUMENT AND CERTIFICATION TRAVEL VOUCHER DISPATCH DUTY STATUS OR TIME AND ATTENDANCE REPORT CABLE OTHER (Specify) DOCUMENT IDENTIFICATION NO. IN 655939 --SICHATURE THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL.

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6. PREFERENCE S. SEXT ASSESSMENT
I am interested in remaining in the "managerial cone" and in obtaining a
position that will give me increased responsibility as well as careet
growth through promotion. Based on my experience and performance as Acting Chief of Station for two months in 1968, heputy Chief of
dase for the last 10 months of my tour in 1972-73 and
present assignment as Deputy Chief of Station I request assignment to a position which entails supervision of several employees and
requires exercise of managerial skills and judgement. If assigned to
another tour overseas, a position as Deputy Chief of Station in a medium
to large size Station would be preferred. If assigned to Headquarters,
I would like to work where an overview of the related operational and
managerial activities can be experienced. If the above assignments are
not available, a tour which would breaden my operational knowledge would
be desired ie: SB Division   Ope activity of OTS
FOR NEXT RECULAR ASSIGNMENT BY 1:35EPTING R. 2. 3 CM 4 (for let. 2nd. 3rd and 4th choice) in Rimaining Boxes.  COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR  TOUR.
ENTEND TOUR 3 MONTHS AT CURRENT STATION TO 5 JANUARY 1976.
BE ASSIGNED TO HOOTES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION STAFF OR OFFICE.  INDICATE STAFF INDICATE TOUR OF DUTY: INDICATE YOUR CHOICE WILL DIVISION.
15T CHOICE WE DIVISION STATION INCICATE CHOICE OF GEOGRAPHIC AREA OF SPECIAL IZATION
I RETURN TO MY CURRENT STATION.
PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DOI-F 240-8 AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORWARDED OR TO SE FORWARDED.
TO BE COMPLETED BY FIELD STATION
7. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYCE AND HIS PREFERENCE FOR NEXT ASSIGNMENT. INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:
Given his steady, reliable and productive performance, every effort
should be made to accomodate his expressed preferences. There can be no
doubt that by temperament and experience he would be of greater value to
the Organization in the field rather than at Headquarters, but a tour at
deadquarters does appear timely nov, following the past 5 years in the
field. I do not honestly know how he will perform in Staff work, being a
Field Station activist, but the experience should have a further broadening effect upon him,
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
8. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMINDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
Subject has been approved for assignment to Headquarters, LA/COG.
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11. PREFERENCE FOR NEST ASSIGNMENT.	
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Deputy Chief of Station of a small Station or Senior FI Offi position with supervisory responsibilities at a large Statio These choices for next assignment are made on the basis of t increasing responsibility of positions I have held as my car has developed. This career has included experience in most of FI and CI operations as well as some CA activities. It h also provided me with supervisory experience, including Acti Chief of Station for a two month period. Assignment to a poof greater responsibility is desirable for the continued development of my career.	n. he eer types as ng
118. INDICATE IF YOU DESIRE TO FRIFND YOUR CURRENT TOUR DV CHICKING IN APPROPRIATE BOX. ALSO INDIC FOR NEXT REGULAR ASSIGNMENT DV INSIRTING S. E. B 2 (for Est, 2nd, and 3rd choice) in Remaining Complete all alternate choices and options in all cases even though you are regulating an este Tour.  11. Extend tour 12 months at current station to 30 June 1973	wores.
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TO BE COMPLETED BY FIELD STATION  IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND MIS PREFERENCE FOR MEST A	5 \$ 6 f t to M2 or 7
COB Comment: I recommend that Subject's desire for a 12-month extension be honored. His other choices also appear sound as alternatives.  COS Comment: COS strongly recommends that Subject extend for	
yoar. He is handling an extremely important agent, and we wou to change this relationship now. After one year, however, Subcareer would best be served by a new assignment.	ld hate
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, MIS PREFERENCE FOR NEXT ASSET APP THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPUNENT'S RECOMMENDATION'FOR ME ASSECTMENT AND TREINING.	CONFOT.
Per IBRS 4729, Subject's request for a one year's extension of tour is approved.	nsion .
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## CONFIDENTIAL (When Filled In)

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Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and compli- cates the settlement of estate and financial matters. The information requested in this section may prove very useful to your fam or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE A
Potomac Bank and TRUST Co. (checking + SAVINGS)
FAMFAN, VA. 22030
Jeroph S. Piccolo JA.
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IF YES, DO YOU HAVE A JOINT ACCOUNT?
HAVE YOU COMPLETED A LAST BILL AND TESTAMENT?   YES   NO. (II "Yes" where is document located")
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HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS!  YES NO. (If "Yes" give name(s) and address)
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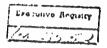
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## TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR WASHINGTON, B.C. 20226

August 1, 1968

10.83266

The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dick:

visited	on Monday,
1968, upon their return from	the
Conference.	
Assistant to the Special Age	
Ronald M. Pontius of the Pre	sidential Protective
Division, has informed me th	at Mr. Joseph Piccolo
	particular assistance
in establishing and coordina	ting the relations
with the	and
President staff. M	rs.
assistance as an interpreter	was also greatly
appreciated.	1

As you know, the President and Mrs. Johnson

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

James J. Rowley

#### ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

#### TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

Read the back of the "Duplicate" carefully before you fill in the form.
Fill in BOTH COPIES of the form. Type or use ink.

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

- . Do not detach any part.

4	NAME (1051)  PICCOLO  EMPLOYING DEPARTMEN	(first)	25658	DATE OF BIRTH (month, day, year)  Dec 9, 35  LOCATION (City, State, ZIP Code)	SOCIAL SECURITY NUMBER
3	Mark here  If you WANT BOTH optional and regular insurance	ONE OF	ELECTION OF OPTION I elect the \$10,000 add from my salary, compa	do NOT mark more than one)  IAL (IN ADDITION TO REGULAR  Chonal optional insurance and au  position, or annuity to pay the full  this in addition to my regular insu	) INSURANCE thorize the required deductions cost of the optional insurance.
	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance	(B)	I decline the \$10,770 attional insurance until at at the time I apply for	iONAL (BUT NOT REGULAR) IN addressal optional insurance. In west 1 year after the effective dat it is munder age 50 and presentand also that my regular insurances insurance.	derstand that I cannot elect op- te of this declination and unless t satisfactory medical evidence
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A	SIGN AND DATE. IF YOU MARKED BOX "A" OR "C".	FOR EMPLOYING OFFICE USE ONLY
7	THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	(official receiving date stamp)
	SIGNATURE (do not print)	BENESAL LICHNO OKRUE B SERSONNET
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#### INSTRUCTIONS TO EMPLOYING AGENCY

- Who must file.— All employees not excluded by law or regulation from insurance coverage, including those who have previously waived coverage, are required to complete and file Standard Form 176. T. Employees who are in the service on February 14, 1968, as well as those who are appointed after that date but before April 14, 1968, must file the form.
- 2 Automatic cancellation of previously filed waters.—All "Waivers of Life Insurance Coverage" (SF 53) on file are automatically canceled as of the first day of the first pay period beginning on or after February 14, 1968. Payroll offices are to begin regular insurance deductions on the automatic cancellation date for employees who do not file a new waiver, i.e., those who do not check box C of SF 176-T, on or before that date.
- 3. Employees fulling to file.—If an employee does not return a completed SF 176-T, contact him and urge him to do so even if he does not want optional insurance (he will, of course, be automatically covered for regular insurance). If he still fails to file SF 176-T by April 14, 1968, or 31 days after appointment, whichever is later, file one for him as of that date: mark box 8, and note in the space provided for his signature "employee contacted—failed to elect optional insurance." See note 2 below.
- Review of completed forms.—(a) Review both copies
  of the SF 176-T for legibility, completeness, and consistency. Reconcile with the employee any obvious major

discrepancy such as a mark in more than one box.

(b) If the employee marked box A or box C, make sure

the Statistical Stub is complete. Then detach and mail stubs, in a bundle, weekly to: Office of Festeral Employees' Group Life Insurance

Office of Federal Employees' Group Life Insurance (Statistical Study) 4 East 24th Street

New York, New York 10010

- (c) If the employee marked box B, detach and destroy the stub
- Date of receipt and effective date.—(a) Stamp date
  of receipt by employing office in the space provided for
  this purpose on both the Original and the Duplicate.
  - (b) The effective date is determined from the table below.
- Disposition of forms,—(a) File the Original SF 176-T in the official personnel folder in all cases.
  - (b) Any necessary parcell change, with effective date, may be posted in the space reserved on the Duplicate for employing office.
  - (c) The Duplicate may be destroyed, if no payroll action is required, or after the requirements of the agency's payroll system have been met.
- Use of SF 176-T.—SF 176-T "Election, Declination, or Waiver of Life Insurance Coverage" should not be used after the initial filing period (after April 14, 1968). A revised edition will be available for use after that date.

#### TABLE OF EFFECTIVE DATES

DATE SF 176-T RECEIVED BY	EMPLOYEE'S DECISION	(IF NO WAIVER SF SJ. IN EFFECT)						
EMPLOYING OFFICE		. OF DECISION	OF DEDUCTIONS -					
	Elects optional (in addition to regular) (box A).	Coverage effective February 14,	Deductions begin 1st day of 1s pay period beginning on or after February 14, 1968					
On or before February 14, 1968.	Declines optional (but not regular) (box 8).	Declination effective February 14.	P-40 (C					
	Walves regular (so inengible for optional) (box C).	Warrer effective last day of pay per- od in which february 14, 1968 falls.	Deductions stop last day of par period in which February 14, 1968 falls.					
	Elects optional (in addition to regu- lar) (box A).	Coverage effective on date of receipt	Deductions begin 1st day of 1st pay period beginning on or after date of receipt.					
Her February 14 but not later than April 14, 1968.	Doctines optional (but not regular) (box B).	Decination effective on date of re- ceipt, but employee base 3-to matic optional protection on Feb- ruary 14, 1968						
	Cencels previously elected optional (but not regular) (bux 8)	Cancellation effective last day of pay period in which received	Deductions for optional stop last day of pay paried in which re- coved					
i	Waives regular (so ineligible for op- tronal) (bos C)	Warver effective last day of pay per- od in which received	Deductions sleep last day of pay po- reed in which represed					

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It is recommended, primarily because of problems of health (at the high altitude in this post) that this officer be allowed one of the doices he has listed under 11 B. The departure of this officer will
mean a loss to the operational capacity of his Section; and it is
with regret that Chief of Station, Mexico City concurs with his
request for re-assignment.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT. AND THE STAFFING REQUIREMENTS OF VOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS HEXF ASSIGNMENT AND TRAINING.
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	Mr. Joseph Piccolo.
Effective August	27. 1965
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COMPIDE THAT (When Filled In)

#### IMPORTANT

Central Processing Branch has been charged with responsibility (OPM 20.5.1 sated 12 October 1951) for ensuring that all employees processing PCS to the fresh hard reviewed the field version of the Employee Conduct Handbook. You will not be checkefout for your proposed travel until you wish the following statement and return it to CPB. Your Personnel Officer can pro the you with a copy of the Handbook.

#### MENORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 30 July 1962

Standture

JOSEPH PICCOLO

VERIFIED RECORD OF OVERSEAS SERVICE  To: Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2500 Ecadquarte  EMPLOYEE SERIAL NO.  INST. FIRST WINDLE OFFICE/C  1-6 (Frint) 2-14  PICCOLO, JOSEPH S.	
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STANDARD FORM 61
SEVISED JUNE 1997
U. S. CIVIL SERVICE COMMISSION
F. P. M. CHAPTER AS

### APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand
the attached information for appointee

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CENTRAL INTELLIGENCE AC	BEICY	LANGLEY, VI	RGINIA
(Department or agency)	(Burreu or division)	(Place of employ	ment)
JOSEPH L. PICCOLO	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	do solemnly swee	r (or affirm) that-
A. OATH OF OFFICE		·	1
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B. AFFIDAVIT AS TO SUBVERSIVE ACTIV	ITY AND AFFILIATION		1
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C. AFFIDAVIT AS TO STRIKING AGAINST	THE FEDERAL GOVERN	MENT	
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D. AFFIDAVIT AS TO PURCHASE AND SAI	LE OF OFFICE		
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E. AFFIDAVIT AS TO DECLARATION OF A	PPOINTEE		
The answers given in the Declara		he reverse of this f	orm are true and
correct.	••		
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HOTE. The noth of white must be administered by a person specified in 3 U.S. C. 18, or by a person designated to administer ouths under Section 20s. Act of June 26, 1943, 2 U.S. C. 14a. If he a Notate Public, the date of experiment of his commission chould be shown.

#### **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismussal after appointment and is punishable by law.

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INSTRUCTIONS TO APPOINTING OFFICER.—You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment.

This form should be therked for holding of office, promon, any record of sevent discharge or arest, age, citizenship, and members of family. Also, to establish the identity of the appointer, you should particularly check (1) his signature and handwriting against the application and for other pertinent papers and (1) his physical appearance against the medical certificate.

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B. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABRENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEART YES PHO  IF ANSWER IS "YES." LIST FOLLOWING INFORMATION.  THE IF ANSWER  (LWOP, FURI, Suep. AWOL, Mer Mar)  THAN BOTH DAY YELL MONIN DAY YELL MONIN DAY YELLS MONINS DAYS  (LWOP, FURI, Suep. AWOL, Mer Mar)  THAN BOTH DAY YELL MONIN DAY YELL MONIN DAY YELLS MONINS DAYS  (If answer a "Yea." in what agency mera you amployed at the time status was acquired?)  LOURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS!  (If answer a "Yea." in what agency mera you amployed at the time status was acquired?)  LOURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS!  (If answer a "Yea." in what agency mera you amployed at the time status was acquired?)  LOURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS!  A THE WIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE MIFT OF A DISABLED VETERAL!  THE M	BRANCH	YEAR	***************************************	DAY	TEAR		DAY	(Ho					
B. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABRENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEART YES PHO  IF ANSWER IS "YES." LIST FOLLOWING INFORMATION.  THE IS ANSWER IS "YES." LIST FOLLOWING INFORMATION.  THE IS ANSWER IS "YES." LIST FOLLOWING INFORMATION.  FROM— TO— TOTAL  IS. MONCREDITABLE SERVICE (Leave purposes only):  13. MONCREDITABLE SERVICE (Leave purposes only):  14. NONCREDITABLE SERVICE (RIF purposes only):  15. NONCREDITABLE SERVICE (RIF purposes only):  16. NONCREDITABLE SERVICE (RIF purposes only):  17. NONCREDITABLE SERVICE (RIF purposes only):  18. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes only):  19. NONCREDITABLE SERVICE (RIF purposes		per la comme		1						-	1	1. ]	1
B. DURING PERIORS OF EMPLOYMENT SNOWN IN 175 M 3. DID YOU HAVE A TOTAL OF MORE HAM 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIORS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALLNDAR YEART YES SHO IF ANSWER IS "YES." LIST POLLOWING INFORMATION.  TYPE IF ANCINE (LWOP, Puri, Suita, ANOL, Mer Mar)  THE BROWN BOY IN MONTH DAY YELD MONTH DAY YELD MONTHS DAYS  (LWOP, Puri, Suita, ANOL, Mer Mar)  THE WAR MONTH DAY YELD MONTH DAY YELD MONTH DAYS  (If answer is "Yes," in what agency mere you amployed at the time status was acquired")  LOURING THE FEDERAL SERVICE LISTED IN 17EM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS!  (If answer is "Yes," in what agency mere you amployed at the time status was acquired")  LARE YOU  A. THE WIFE OF A DISABLED VETERAN?  THE WIFE OF A DISABLED VETERAN?  THE WORLD OF A DECEMBED ON DESABLED VETERAN!  THE WORLD OF A DECEMBED ON DESABLED VETERAN!  TO BE EXECUTED REFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER DATHS  I swear (or effirm) that the above statements are true to the best of my knowledge and belief.  2.7 A. G. T. 196.7  (DATE)  Bubberibed and sworp to before me on this 2.7 day of	U.S. Air Force	6£	007	F	62	AU6	24	#.	w.				
WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEART YES \$\text{YES}\$ YES \$\text{TOLOWING INFORMATION.}    TYPE IF RINCHIN   TO					<u></u>	L						لنسينا	
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(LIWOP, FURL SURJ. ANOL. Mee Mar)  THE ROUTE DAY VILL NOTE DAY VILL NOTE DAY VILL NOTE.  DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS?  (If answer is "Yea," in what agency mere you employed at the time status was acquired")  ARE YOU  A THE WIFE OF A DISABLED NETERALY TYS NO  B. THE WORLD OF DETERAL TYS NO  C. THE UNSTRANGED NICE OF DISABLED NETERALY TYS NO  TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS  Is wear (or affirm) that the above statements are true to the best of my knowledge and belief.  27 A G. S. T. 1962  (DATE)  Bubecribed and sworn to before me on this 27 day of (WA) 1922 at Disable VILL NOTARY DISABLE NOTARY DISABLE NOTARY DISABLE NOTARY DISABLE NOTARY DISABLE NOTARY PUBLIC OF OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS  Bubecribed and sworn to before me on this 27 day of (WA) 1922 at Disable Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notary Notar	IF ANSWER IS "YES," LIST FOLLOWING INFORMAT	JIÓN.		. :						- 9	13, NONCE	EDITABLE SE	PVICE
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# CONFIDENTIAL (when filled in)

#### **ACKNOWLEDGEMENT**

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Signature Signature

27 august 1962

CONFIDENTIAL

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	SECRET
Y	FIELD REASSIGNMENT QUESTIONNAIRE .
-	DO NOT COMPLETE . FOR HEADQUARTERS USE ONLY
ı	4 AUTHENTICATION OF SIGNATURES AND NEW-FICATION OF LITEMS 1 THROUGH 7, READY.
	NAME OF EMPLOYEE (true) . CATE(from stem a-1) NAME OF SUPERVISOR (true) DATE (from stem a-2)
	S PICCOLO, Joseph S. 18 Jun 59 SCOTT, Winston N. 18 Jun 59
ı	NAME AND SIGNATURE OF OFFICIAL AT MEACS, ARTERS
ı	S VERIEFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW. WH/Personnel 1 Jul 59
l	TO BE COMPLETED BY EMPLOYEE
Ì	1. DATE OF BIRTH 2. GRADE 3. CURRENT POSITION TITLE
ı	8 December 1935 GS-5 Mail and File Supervisor
1	4. SERVICE DESIGNATION (IF known) S. CLERENT STATION ON FIELD BASE THE FROM FIELD
Į.	RID. 2 Jan 1954 6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR 79. EXPECTED DATE OF ASSESSMENT TOUR
ľ	None 30 jan 1960 ses
ŀ	B. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (400 apocial note on Transmittal Foto).
ı	
1	preparation of outgoing pouches, processing of incoming
I	pouches, analysis of mail for filing, name checks and preparation of memoranda,
1	operation of Registry during absence of Chief, during
ı	absence of KURIOT representative.
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ħ	. PREFERENCE FOR NEXT ASSIGNMENT:
Γ	A. BRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PHEFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM
l	THAT INDICATED IN 17EM NO. 8, ABOVE., IF YOU HAVE MORE THAN ONE PREFERENCE. INDICATE YOUR CHOICES.
l	Datum to WUD or DID in analysis on assort mode with the intention of opening
l	Return to WHD or RID in analysis or report work with the intention of entering the IO or JOT program upon completion of studies at Georgetown University
ı	(approximately 1-1/2 years).
l	(approxumatery 1-1/2 years).
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H	a specificate made feathand while selective was served made in comes to excusate while to the decision
	B. INDICATE BHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE DRGBMITATION (cofes to catalog of courses, if evaluable):
	These courses that would be preparatory for entrance into the operational field.

1 may 3, 202 :::::::

9. PRIFFRENCE FOR MERT ASSIGNAL (continued)	
C IMPICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY IN THE BOXES BELOW:	INSERTING NUMBERS 1 2 AND 3 (for 1st, 2nd and 3rd choice)
2 RETURN TO MY CURRENT STATION	
INDICATE CHOICE OF COMPONENT!	DUTY. GITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS.
IST. CHOICE WILL IND. CHO	ICE RID 140. CHOICE WED
BE ASSIGNED TO ANOTHER FIELD STATION. BITE INDICATE CHOICE OF GEOGRAPHIC AREA OR SPEC	
191. CHOICE	SEE SAD, CHOICE
10. NON MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS!	
100 YOU WHEN SELVE OF 100 DIVINE BEINGER HEST MARKETS	INDICATE NUMBER OF BORK DAYS 15
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS SHO SILL	DE TRAVELLING OR MOVING WITH YOU:
None	1
17. SIGNATURE: COMPLETE ITEM NO. S. I. TRANSMITTAL SHEET	T. TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.
	PERVISOR AT FIELD STATION
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFO ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE ST AND TRAINING:	
It is recommended that this employee b	e returned to Headquarters in Jahuary 1960
	ege education at Georgetown University.
His replacement, who should be a train	ed RID specialist should arrive in
in early December 1959.	og 1110 phocentract priorid at 1140 fit
in carry becomber 1707.	* *
This employee should be allowed to take	KUBARK training courses which would
lead to his becoming an I.O. upon comp	letion of his college education. It is
bèlieved he can become a very good I. (	
14: SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET	
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	COMPONENT TO MICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR
Concur with Chief of Station recommen	dation for assignment at Headquarters
in RID since there are no appropriate	positions in WH Hqs to which he
could be assigned.	
18. NAME OF PERSONNEL OFFICER	S + Gn A7 URE
DATE 1-July 1959	
	AREGA SEALICE
17. EMPLOYER [ ] HAS [ HAS NOT BEEN NOTIFIED OF PLANNED BEASSIGNATIVE	'
18. TYPED OR PRINTED SAME	DISPACEN NO.
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### TRAVEL AGREEMENT BY STAFF ENFLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 1. In accordance with the policy of the Central Intelligence
  Agency, I agree to serve outside the continental United States a minimum tour of 24 months from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

witness:	Soul 2 Perce
	Joseph S. Piccolo
Utilee of Persember	Date: 4 Nov 1957
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CONFIDENTIAL

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STANDARD FORM 61

PETHICO MARCH 1956
S. S. COIL, SERVICE COMMISSION
F, P, M, CHAPTER AS

# APPOINTMENT AFFIDAVITS 114PORTANT.—Before swearing to these appointment affidavite, you should read and understand

. 1	the attached	information for app	vintee
	LLIGENCE AGENCE	(Bureau or diviscos)	Washington, D. C. (Place of employment)
I, Joseph Steph	an Piccolo		, do solemnly swear (or affirm) that-
A DATH OF OFFICE	•		
domestic; that I will without any mental:	l bear true faith and a	llegiance to the sam of evasion; that I w	ates against all enemies, forcign and e; that I take this obligation freely ill well and faithfully discharge the IE GOD.
B. AFFIDAVIT AS TO S	SUBVERSIVE ACTIVITY A	ND AFFILIATION	
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& AFFIDAVIT AS TO S	TRIKING AGAINST THE	FEDERAL GOVERNM	ENT
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D. AFFIDAVIT AS TO P	URCHASE AND SALE OF	OFFICE	
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E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration	on of Appointee on the reverse of this form are true and
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L Feb. 1957	(themsture of appointer)
Subscribed and sworn before me this	A. D. 19.57.,
et Mauhington.	D. G.
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Date 4 February 1957

#### Dear Mr. Piccolos

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1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective & February 1957.

Position:

File Clark

Base Salary:

\$3415.00 per annum

- 2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.
- 4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.
- 5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.
- 6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

- 7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.
- 8. Your appointment is for such time as your services may be required and available funds permit.

Office of Personnel

I accept the above agreement as a condition of my employment by CIA.

Joseph & Picala (Employee)

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### MEMORANDUM OF UNDERSTANDING REGARDING MILITARY SERVICE OBLIGATION

I understand that in accepting a position with the Central Intelligence Agency while subject to induction into the Armed Forces under the Selective Service Act, I cannot and will not expect deferment from such military service by virtue of my employment with the Central intelligence Agency.

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3. LANGUAGE (31	- 111	4 TODAY'S DATE	(34-39)		).		
Spanish	720	AUG		Z	I MAVE IN ANY	NO PROFI FOREIGN	CLENCY LANGUAGE
		PART II-LAMGUAG	E ELEVERTS				;
SECTION A.		Reading	(40)	_			
I CAN READ TEXTS OF A ONLY RATELY,	ar difficulty, (	OF A GENERAL NATUR	F OP IN FIELE	DS I AM F	AMILIAR WITH, US	NG THE	PICTIONARY
2. I CAN READ TEXTS OF M DICTIONARY OCCASIONAL		FFICULTY, OF A GE	VERAL MATURE	OR IN FI	FLDS I AM FAMILIA	R WITH.	USING THE
FREQUENTLY.	VEPAGE DIFFECUL		losanco motos	riala, etc	r.). USING THE DI	CTIONAR	·
4. I CAN READ SIMPLE TEX		•	A HEADLINES,	ffc., u	SING THE DICTIONA	RY FREQU	JENTÍV.
5. I HAVE NO READING ABIL	LITY IN THE LANG	VAGE					ŗ
SECTION B.		Writing (	(41)				\$
i CAN WRITE PERSONAL :  1. WRITE FACTUAL NAMEAT:  NATIVE STYLE, USING TO	HE AND EIPSOITER	Y MATERIAL WETH PE	COMPLETE SUC LASCHABLE CLA	CCESS WETS	HOUT USING THE DI	CTIONAR	V. I CAN ERRORS. IN
I CAN WRITE PERSONAL 1 2. RARELY. I CAN WRITE I ERRURS, OUT IN A STYLE	FACTUAL MARRATTLY	E AND EMPOSITORY N	IATERIAL BITH	REASONAL	LE CLARITY, MITH	CTIONARY FEW GR	ONLY NUMATECAL
DI CAN MRITE PERSONAL E BUT BITH OCCASIONAL MI OCCASIONALLY.							
4, I CAN SWITE PERSONAL L BUT BITH MANY GRAMMATE							
5. I CARROT SWITE IS THE	L AR GU AGE .	·					·
SECTION C.		Pronunciatio	n (42)				
T. WY PROBUNCESTION IS NO	*178.						
D WILE NATIVES CAN DETE	CT #0 #CCfm7 10	WY PROMUNCIATION	THEY WAY! 30	DIFFICUL	***************************************	WI.	
). WF PROMUNCIATION IS 99	******* *********		(46 <b>583</b> 81771)	[6677 704	****** TO UNDE	11140.	
4. BY PROBLECTION IS OC	( & 1 + Cib. b	CULT FOR NATIVES !	**********	٠.			
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	( and	CONTINUE OF REVI	FIRST STOR	****			

# MITIMUATION OF PART II-LANGUAGE ELEMENTS SECTION D. Smaking (43) I SPEAK FLOTSTLY AND ACCUMATION IN ALL POACTICAL AND SOCIAL SITUATIONS: I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS BITS BOTS BOTS BOTH I 'AM PAMILIAR'. I SPEAR FLUENCE AND ACCURATELY IN MEASURE ALL PRACTICAL AND SOCIAL SITUATIONS. I CAN CONSTRUCT IN MOST FIELDS BITH BRICH I AM PAMILIAN AND I EMPLOY NOW POPULAR SAVINGS, LITTHRAY QUOTATIONS, AND COMMON PROVERDS. (F) I GET ALONG SCITE BELL IN SITUATIONS OF PAILY LIFE AND TRAVEL AND CAN CONDUCT BOUTING BUSINESS IN PARTICULAR FIELDS 4. I MANAGE TO GET ALING IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL. 5. I HAVE NO RELETY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS. SECTION E. therstanting (44) I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND NEARLY EXERYTHING I HEAR UNITHE RADIO AND AT THE MOVILS, PLAYS, AND LECTURES. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE TO-FACE AND ON THE TELEPHONE: I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JORES AND I UNDERSTAND NERRY ALL CONVINSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-TACE AND ON THE TELE-PHONEL I UNDERSTAND WUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND SOME OF WHAT. I HEAR ON THE RAZIO AND AT THE MOVIES, PLAYS, AND LECTURES. 5. I AM NOT RELE TO UNDERSTAND THE SPOKEN LANGUAGE." BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION. PART HIT-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45) 1. I HAVE HAD EXPERIENCE AS A TRANSLATOR. 2. I HAVE HAD EXPERIENCE AS AN INTERPRETER. BOTH OF THE ADDIE STATEMENTS APPLY. MONE OF THE ABOVE STATEMENTS APPLY. PART IV-CERTIFICATION I PERTIFY THAT THE EMPORMATION GIVEN ADDRESS TRUE AND ACCUPATE TO THE OFST OF MY RECORDED AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ABARD PROVIDED I AM SCIRCIAN WOOLR THE TERMS OF MEDICATION NO. 75-15. PAR. ICLES. I UNDERSTAND THAT I MUST PASS AN ODJETTIVE CARGA AND PROFICERS TEST DEFORE ! METOME ELIGIBLE FOR AN ARRED, AND THAT IRESPECTIVE OF THE OPER OF TESTING, ANNUAL MAINTENANCE ABARDE WILL BE COMMUNICATIVE AN OF THE ANNUAL MAINTENANCE OF COMPLETING THIS FORM. DATE SIGNED ........... 27 AUG 62 ....

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	PART 1-GEHERAL		
1 haws (Last-Ferst-Weddle	) [7-24]	2. DATE OF BIRTH	(29-30)
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	720 AUGUST 24 1959		O PROFICIENCY OREIGN LANGUAGE
·	PART II-LANGUAGE ELEMENTS	*	,
SECTION A.	Peading (40)		
1 CAN SEAD TEXTS OF A	INV DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM	FAMILIAR WITH, USI	NG THE DICTIONARY
1 CAN READ TEXTS OF M	OST GRADES OF DIFFICULTY, OF A GENERAL NATUPE OR IN F LY.	TELOS I AM FAMILIA	R WITH, USING THE
3: FREQUENTLY.	VERAGE DIFFICULTY (norspapers, reference meterials, e	fe.), USING THE DI	CTIONARY !
4. I CAN READ SIMPLE TEX	TS. SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, STC.,	USING THE DICTIONAL	
5. I HAVE NO READING ARI	LITY IN THE LANGUAGE.	, t	
SECTION 8.	Triting (41)	4	ì
1. WHITE FACTUAL NARRATE	LETTERS AND SIMILAR MATERIAL WITH COMPLET? SUCCESS WI VE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, W HE DICTIONARY ONLY BARLLY.	THOUT USING THE DE- ITH VERY FEW GRAMM	CTIONARY, I CAN Atical Errors, IN
2. BARELY. I CAN BRITE	LETTERS AND SINILAR SIMPLE MATIPIAL WITH COMPLETE SUC FACTUAL NARRATIVE AND EPPOSITORY MATERIAL WITH BEASON F WHICH MAY NOT BE, NATIVE, USING THE DICTIONARY OCCAS	ABLE CLARITY, WITH	
3 BUT WITH OCCASIONAL MI OCCASIONALLY.	ETTERS AND SIMILAR SIMPLE WATERIAL, WITH REASCHABLE T NOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, ABRE	UCCESS IN CONVEYING T	G MY MEANING, ME DICTIONARY
4. F CAN WRITE PERSONAL & BUT WITH MANY GRAMMAT	ETTERS AND SIMILAR SIMPLE MATERIAL, BITH REASONABLE S ICAL ERRORS AND IN A VERY FORLIGM, ARREARD STYLE, USIN	SUCCESS IN CONVEYING	S WY WEATING. BEQUENTLY.
5. I CANNOT BRITE IN THE	LANGUAGE.		
SECTION C.	Pronunciation (42)		
I. WY PROMUNCIATION IS NA	7197.		
D BUILE NATIVES CAN DETE	CT AN ACCEPT IN MY PROMUNTERTION THEY HAVE NO DIFFICU	LTV UNDINSTANDING	wt.
3. WY PROBUNCERTION 18 OR	NIOUBLY FORFION, BUT ONLY BASSLY COURTS OFFEIGULTY FO	#1500 07 #1414# B	1140.
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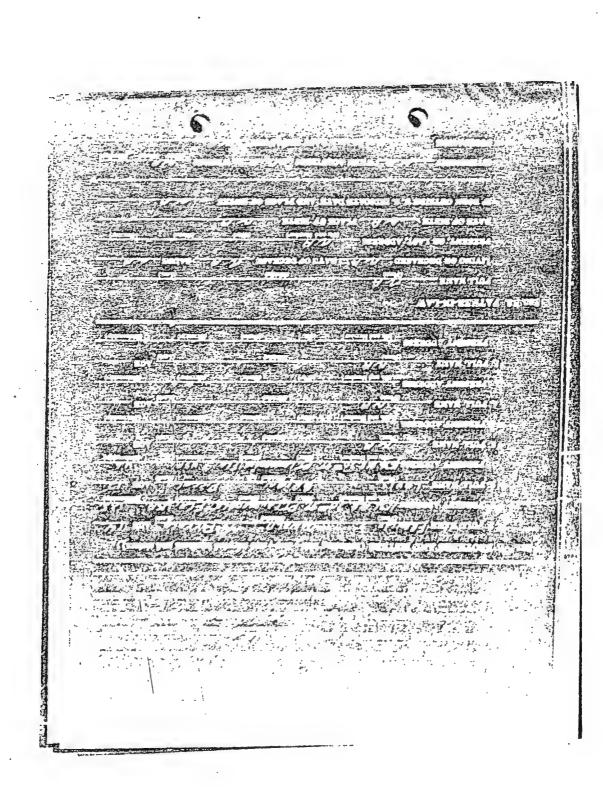
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	CORTINUATI	TION OF PART II-LANGUAGE ELEMENTS
SECTION D.		Speaking (43)
1. I SPEAR FLUENTLY AND IN ALL FIELDS WITH G		PRACTICAL AND SOCIAL SITUATIONS: 1 CONVERSE FREELY AND IDIOMATICALLY
2. BITH WHICH I AM FAMI	ACCURATELY IN MEARLY LIAN AND E EMPLOY SOM	LY ALL PRACTICAL AND SOCIAL SITUATIONS: I CAN CONVIESS IN MOST FIELDS OME POPULAR SAVINGS, LITERARY QUOTATIONS, AND COMMON PROVERSS.
3. I GET ALONG QUITE WIL	L IN SITUATIONS OF DAI	ALLY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS
4. I MANAGE TO GET ALON	G IN THE MOST COMMON	N SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO	USE THE LANGUAGE IN	N ANY OF J <u>ing Abone B</u> espects.
SECTION E.		Universaming (44)
1. I UNDERSTAND NOW TEC NEARLY EVERYTHING I	HMICAL CONVERSATION ( MEAR ON THE RADIO AM	ON ALL SUBJECTS. BOTH FACE TO FACE AND ON THE TELEPHONE: I UNDERSTAND ND AT THE MOVIES, PLAYS, AND LECTURES.
1 UNDERSTAND NON- TEC UNDERSTAND MOST OF W PUNS.	MNICAL CONVERSATION C	ON NEARLY ALL SUBJECTS, BOTH FACE TO FACE AND ON THE SELEPHONE! I ADID AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JORES AND
3. I UNDERSTAND NEARLY PHONE: I UNDERSTAND	ALL CONVERSATION ON T	TOPICS OF BAILY LIFE AND TRAVEL. BOTH FACE-TO-FACE AND ON THE TELE- ON THE RADID, AND AT THE MOVIES, PLAYS, AND LECTURES.
d. I UNDERSTAND THE SIM	PLEST CONVERSATION, B	BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND SOME OF WHAT PLAYS, AND LECTURES.
S. I AM NOT ABLE TO UND	ERSTAND THE SPOREN LA	ANGUAGE.
. BEFORE CONTINUI	HG - CHECK PART II TO	TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.
	PART III-EXPERIE	ENCE AS TRANSLATOR OR INTERPRETER (48)
1. I HAVE HAD EXPERIENCE	AS A TRANSLATOR.	
2. I HAVE HAD EXPERIENCE	. AS AM INTERPRETEÑ.	
3. BOTH OF THE ABOVE STA	TEMENTS APPLY.	·
MONE OF THE ABOVE STA	TEMENTS APPLY.	
•	P A	PART IV-CERTIFICATION
WEGGERIUM NO. 21 TIE. P	waso, and that last sp	BOVE IS TRUE AND ACCURATE TO THE BEST OF MY AMOUNTINGS AND BENIEF. ON FOR A MAINTENANCE ABARD PROVIDED I AM ENIGENI UNDER THE TERMS OF STARD THAT I MUST PASS AN OBJECTIVE NAMEWAGE PROFICIENCY TEST BEFORE! SPECTIVE OF THE DATE OF TESTING, AMOUAN MAINTENANCE ABARUS WINN AB MPNETING THES FORM.
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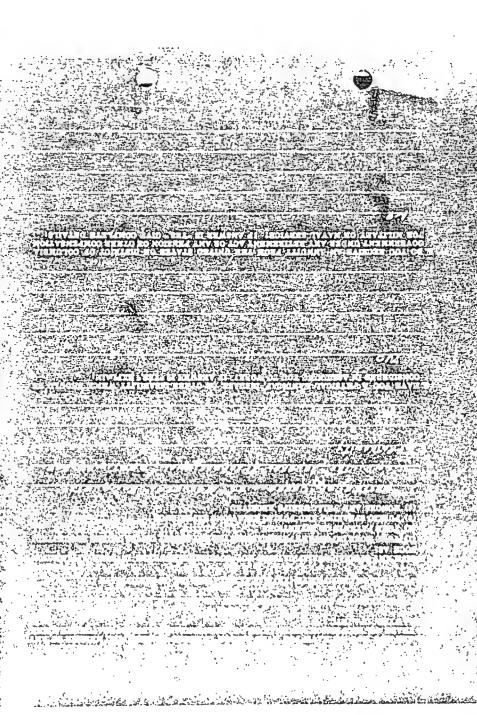
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### CONFIDENTIAL

# SECURITY APPROVAL

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DATE :	20 July 1962 "===	
YOUR REFERENCE:	10775 DDF/TF4	
CASE NO. 2	109709	
<u>TO</u> 1	Director of Persennel	
FROM : I	Director of Security	
SUBJECT :	PICCOLO, Joseph Stephens	
l. This is as follows:	s to inform you of socurity approval of the subject person lows:	٠
	XX] Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.	
· · · · · · · · · · · · · · · · · · ·	Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-212, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.	:
	arrangements are made within 60 days for entrance on duty within ys. this approval becomes invalid.	
3. As part	of the entrance on duty processing:	
	A personal interview in the Office of Security must be arrange	ed.
	A personal interview is not necessary.	
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<b></b>		37.
FI.	OR THE DIRECTOR OF SECURITY:  W. A. Osboros  Chief, Personnel Security Division	
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CONFIDENTIAL

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#### CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 20 December 1956

Chief, Records & Services Divsion TO: Personnel Office

Your Reference: C-6351 FI

FROM: Chief./Security Division

Case Number: 109709

Personnel SUBJECT: PICCOLO, Joseph Stephan

This is to advise you of security action in the subject case as indicated below:

X Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid. Subject is to be polygraphed as part of EOD procedures.

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TRAMS, SECTION



U.S. DEPARTMENT OF JUSTICE

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#### U. S. DEPARTMENT OF JUSTICE

STANDARD FORM 5Q

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U.S. (FILE) STRUCE COMMISSION

CHAPTER ST. PEOPERS, PINSCHINES, MANUEL

# FLLRAL BUREAU OF INVESTIGATION WASHINGTON 25, D. C.

FORM APPROVED
SUDGET DUFFAU HC 50 R064

checked by:

### NOTIFICATION OF PERSONNEL ACTION DE

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JOSEPH S. PICCOLO #1818	35	12-8-35	5714	9-9-55	
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I. PERSONNEL PILE

STAPIDARD FORM 59 U B CIVIL SERVICE COMMISSION CHAPTER LD P. P. M.

#### NOTICE OF CONVERSION PRIVILEGE Federal Employees' Group Life Insurance Act of 1954

An employee is entitled to convert to an individual policy when his group insurance terminates because of separation from an agency, transfer or appointment to a group excluded by law or regulation from insurance coverage, expiration of 12 continuous months in a nonpay status, or entry into the military service of the United States and acquisition of coverage under the Servicemen's Indemnity Act of 1951.

An employee whose group insurance terminates as indicated above may, under provisions set forth in his Certificate of Group Insurance, purchase an individual policy of life insurance without medical examination. The individual policy may be in an amount not exceeding the employee's group life insurance and will be issued at rates applicable to the type of policy purchased and to his current age and class of risk.

If you are entitled to convert group life insurance to an individual policy and wish to exercise this privilege, you must:

- 1. Ask the agency identified in the block below to give you a completed Agency Certification of Insurance Status, and
- 2. Follow the instructions printed on the Agency Certification of Insurance Status, and mail it to the Office of Federal Employees' Group Life Insurance, 330 Fourth Avenue, New York 10, N. Y. That office will promptly mail to you detailed information on how to apply for conversion.

#### IMPORTANT

THE TIME IN WHICH AN EMPLOYEE MAY CONVERT IS LIMITED. THE COMPLETED "AGENCY CER-THEIGATION OF INSURANCE STATUS" (NOT THIS FORM) MUST BE MAILED TO THE OFFICE OF FED-ENAL EMPLOYEE'S GROUP LIFE INSURANCE WITHIN 31 DAYS AFTER YOUR GROUP INSURANCE TERMINATES, OR WITHIN 15 DAYS AFTER THE DATE OF THIS NOTICE, WHICHEVER BASIS GIVES YOU

UNDER CERTAIN CONDITIONS, LIFE INSURANCE IS PAYABLE IF DEATH OCCURS WITHIN 31 DAYS AFTER AN EMPLOYEE'S GROUP INSURANCE TERMINATES, EVEN THOUGH HE HAS NOT APPLIED FOR CONVERSION. IF DEATH OCCURS WITHIN THIS PERIOD FURTHER HEFORMATION CONCERNING POSSIBLE BUNEFITS MAY BE OBTAINED FROM THE AGENCY NAMED BELOW.

Joseph S. Piccolo

DATE OF THIS NOTICE

Engtanbur 8, 1955 INSTRUCTIONS TO EMPLOYING AGENCY

- 1. Fill in the name and address of the office which issues this notice (overprint or stamp if desired).
- Fill in the date this notice is issued, and note this date in your records for possible future reference.
- 3. Give this notice, as required, to every employee on the date his insurance terminates (except by waiver).

NAME AND MAILING ADDRESS OF AGENCY

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Checked by:

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MR. JOSEPH S. PICCOLO		12-3-35		12088	10-3-54
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I. PERSONNEL FILE

# FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

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FORM APPROVED
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#### NOTIFICATION OF PERCONNEL ACTION

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# FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

### REPORT OF PERFORMANCE RATING

Name of Employee:	JOSEPH S. PICCOLO	-		
Where Assigned:	#2COMOS & COLCULICAY	TTOUS REZOID	DS SECTIO: FII (Section, Un	DIG BIT
Payroll Title:	LOCATE CLERK GS-3	. ,		
Rating Period: from	8-3-53	to	. 1	2-31-53
ADJECTIVE RATING		SFACTORY		Employee's Initials
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#### <u>VETERAN'S PREFURENCE AND SOCIAL SECURITY STATEMENT</u>

Date 3-3-53

- 1. Are you eligible to claim Veteran's Preference under any of the existing Veterans Preference Bills? Yes No ...
- Furnish information substantiating Veteran's Preference claim, including disability rating, if any.
- 3. Are you currently receiving any Social Security benefit payments?

  Yes No .

  (If you are receiving any Social Security benefit payments at the present time you should immediately contact the local Social Security field office as to whether you will still be entitled to such payment.)

Signature

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STANDARD FORM 61 PREVICED AUGUST 1980)
PROMULEATED BY CIPE. SPANCE COMMISSION
FEDERAL PERSONNEL MANUAL

# APPOINTMENT AFFIDAVITS

alla	ched information for appointee
JUSTICE (Department or agricy)	F.E.I., WPSHINSTON P.C., (Durseus or division) (Place of employment)
1, JOSEPH STEPHAN !	) CCCLO do solemnly swear (or affirm) that-
A. OATH OF OFFICE	
domestic; that I will bear true faith	nstitution of the United States against all enemies, foreign and and allegiance to the same; that I take this obligation freely urpose of evasion; that I will well and faithfully discharge the out to enter, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACT	IVITY AND AFFILIATION
that advocates the overthrow of the unconstitutional means or seeking by Constitution of the United States.	st. I do not advocate nor am I a member of any organization Government of the United States by force or violence or other force or violence to deny other persons their rights under the I do further swear (or affirm) I will not so advocate, nor will ation during the period that I am an employee of the Federal
C. AFFIDAVIT AS TO STRIKING AGAINS	T THE FEDERAL COVERNMENT
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D. AFFIDAVIT AS TO PURCHASE AND S	ALE OF OFFICE
I have not paid, or offered or pro- firm or corporation for the use of influ	mised to pay, any money or other thing of value to any person, sence to procure my appointment.
E. AFFIDAVIT AS TO DECLARATION OF	APPOINTEE
The answers given in the Decla correct.	ration of Appointee on the reverse of this form are true and
(Date of entrance on daty)	True pol la Pere Com (Bagneture of appointme)
Subscribed and sworn before me this A	and day of august, A. D. 1955
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### OFFICIAL ENTRANCE PERFORMANCE RATING

Date: August 3, 1953

Name: Joseph S. Piccolo

Ecd: August 3, 1963

Under the Federal Bureau of Investigation performance rating plan, every new employee is given an entrance performance rating which will constitute his official rating until superseded by a subsequent official rating.

The official entrance rating for this employee is satisfactory.

# M#40RANDUM

RE: Mr. JOSEPH S. PICCOLO

A character and fitness investigation including an appropriate loyalty check was conducted concerning this employee and he was found suitable for employment with this Bureau.

# U. S. DEPARTMENT OF JUSTICE

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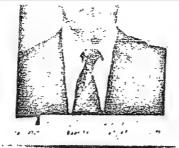
# FEDERAL BUREAU OF INVESTIGATION WASHINGTON 25. D. C.

Proposed by Alexand Chrohed by:

# NOTIFICATION OF PERSONNEL ACTION

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R. JOSEPH S. PICCOLO	12-8-35	2966 8-3-53
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1. PERSONNEL FILE



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Address  78. MILITARY RECORD:  a) Have you ever served in the Armed Forces of the United States; no b) Branch none  c) Dates of Service none d) Type of Discharge none  e) Serial Humber none f) Basis for Discharge none  g) Are you registered for Selective Service; no h) Local Board No. none i) City none  j) Do you claim Veteran's Preference; no h) Basis for claim none  29. Have you ever served in the Armed Forces of a foreign country; no a) Dates none  b) Country none c) Branch Rope d) Circumstances, None  a) Date passport issued none h) Place issued none  COUNTRIES VISITED FROM TO REASON FOR TRAVEL  none none none none  PLASON FOR TRAVEL  ROPE CITY COUNTRY  COUNTRY  COUNTRY  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE NONE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROPE  ROP							,			;
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c) Dates of Servicenon9			d in the Armod So.	rces of t	the United S	tates	h) Br			*
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		YES	# (
	Write "IES" or "NO" in the appropriate column. If the answers to any of the following questions		
	are "RES" you NUST give full details, using additional sheets if secessary, and sumbering answers		
	to correspond with questions.  Have you had any serious illnesses or operations in the past 5 years?	1	l_no
	a) If so, describe and give dates	1	- 334
	Man ,		
	b) were you hospitalized?	1	- DC
	Dates: Location Location		
	c) How many days' work have you lost in the past 6 years due to illness:		
	d) to you have any service disability?	+	_nc
	e) Percentage:f) Hature of disatility?		
	Do you have any sources of income other than your salary?	4	-nc
	a) what are they?	1 1	
	Has your credit record ever been considered unsatisfactory, or have you ever been refused credity	1 1	
	a) If so, give dates, places, names of creditors and circumstances	1	-nc
	Are you now indebted to anyone?		_nc
		<b>†</b>	114
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		1 1	
	Have you ever been arrested (include traffic violations, but not parking tickets)?	yes	الاسبر دائد دائد
	DATE PLACE CHARGE DISPOSITION DETAILS		
	a8,1753 Ft Laudordale speeding fined \$18,00		
	. , , , , , , , , , , , , , , , , , , ,	. I	
1	has any member of your immediate family or close relative (including in-laws) ever teem arrested for other than traffic violations?		
	for other than traffic violations?	<del>  -</del>	-ng
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		1 1	
F	ere you ever dismissed from a school, or was any disciplinary action, including scholastic probation, ever taken against you, during your scholastic careers		.no
	chool:Date;Type of Action		- dedices
	ave you ever been dismissed or asked to resign from any employment or position you have held?		no
	Employer's name: Cate: Reasons:		
	ave you ever been a defendant in a court action?	-yes -	
	If so, give date, place, court, names of parties involved, nature of action, and final disposition)	-yes-	
	Attached sheet		
	re you now, or have you ever been, a member of the Communist Party U.S.A. or any Communist organization		na.
	re you now, or have you ever been a mumber of a Fascist organization?		na
	re you now, or have you ever been a member of any organization, association, movement, group, or ombination of persons which advocates the overthrow of our constitutional form of government, or which as adopted a policy of advocating or approving the commission of acts of force or wideface to deny their persons their rights under the Constitution of the United States, or of seeming to alter the form		

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user three personal references (not relatives, former employers, failed employees of school teachers) who are responsible adults of reputable standing in their communities, such as householders, property owners, business or professional med or women including your family physicals if you have one, who have known you will during the past 5 years.

No. OF

2223 E Sunrise Blvd.		NAME		·	STOLNUE AD	PRESS			SINESS ADD	sies	AC	CUAINTED
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48-	Are you single, married, aidor	red, separated or divorced?A	ingle	*****		
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49.		i's full nwe: none				
		_ Employer's name and address:_			•	
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50.	HAMES OF CHILDREN DOT	<b>V</b>				
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HOTE	: If you have been married more Even though a relative is de- death. Include step-brother	e than once, give the above info ceased, give all information re- s and sisters, and if you or you raised you instead of your par	ormatio quested ur mife	n concerning each , and indicate la or husband have	former husband st residence ar step-parents, l	for wife. Id year of legil
	correrning them as well as ye	our real parents:  RELATIVE		ne requested into	rmation should	per rurmished
				PLACE OF BIRTH	OCCUPATION	DATE & PLACE OF
	FULL NAME	ADDRESS	AGE	вінін	driving	Pittsfiel
51.	FATHER JOSEPH Piccolo	1636 N.E. 20th atreat	48	Naples, Italy		
5.2.	MOTHER Tromp Anna Pinania	1626 N.P. 2045 Street	1,,	Yonkers N. Y.	housed fo	
53.	MOTHER Trene Anne Piccolo	hall it is the free children it is the filliance	<b></b> **	Pittsfield		none
· A)	Francis Donald	Same	11	Mass	student.	none
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55, 1	FATHER-IN-LAW		-			
74	MOTHER-IN-LAW	none		none	none	none
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7. 8	POTHERS AND SISTERS OF ICUR HU	SHAND OR WIFE				none
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I understand that all appointments are probationary for a period of one year, during which time the employee must demonstrate his fitness for continued employment by the Federal Bureau of Investigation. I also understand that any appointment tendered me will be contingent upon the results of a complete character and fitness investigation, and I am aware that willfully withholding information or making false statements on this application will be the basis for dismissal from the service. I agree to these conditions, and I hereby certify that all statements made by me on this application are true and complete, to the best of my knowledge.

Respectfully,

(Signifure of the applicant as usually written)

Question #40.

Jan. 10, 1953, Ft Landerdale, Fla, Traffic court, Joseph Piccolo-City of Ft Landerdale, Fla. Traffic violation, Fined \$ 10.00.

B. A. Inc.